

# CC # 200399 – Actual Salary Ordinance Changes

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (23)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (16) (17)
DOULA PROGRAM MANAGER (9) (23)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (23)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (28)
FIRE DISPATCH ASSISTANT MANAGER (6) (20)
FIRE EQUIPMENT REPAIRS MANAGER (14) (28)
FIRE FLEET AND EQUIPMENT MANAGER (14) (28)
FLEET ACQUISITION MANAGER (4) (18)
FLEET OPERATIONS AND TRAINING MANAGER (4) (18)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (17)
HOUSING REHABILITATION MANAGER (12) (26)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (13) (27)
MANAGEMENT LIBRARIAN (7) (21)
MEN'S HEALTH MANAGER (9) (23)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (17)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (24)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (27)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (15)
PUBLIC HEALTH NURSE SUPERVISOR (8) (22)
STRONG BABIES PROGRAM MANAGER (8) (22)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (19)

TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (25)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (23)
WIC PROGRAM MANAGER

**Wage Rate:**

Hourly	28.11	39.35
<b>Biweekly</b>	<b>2,248.55</b>	<b>3,147.86</b>
Annual	58,462.30	81,844.36

(1) Recruitment may be up to the midpoint of the range with the approval of DER.

(2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

(3) 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.

(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 results 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	2,729.50
Annual	70,967.00

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

(7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

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

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

**Resident Wage Incentive:**

Hourly	28.95	40.53
<b>Biweekly</b>	<b>2,316.01</b>	<b>3,242.30</b>
Annual	60,216.26	84,299.80

(15) Recruitment may be up to the midpoint of the range with the approval of DER.

(16) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(17) 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.

(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	2,811.39
Annual	73,096.14

(20) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(21) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(22) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(23) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(24) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(25) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(26) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

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

(28) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

## Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION COMMISSION – DEPUTY DIRECTOR
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER
FIRE AND POLICE COMMISSION CHIEF OF STAFF
FIRE INFORMATION SYSTEMS MANAGER (1) (5)
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

## Wage Rate:

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
Annual	70,827.12	99,154.38

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

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,202.76
Annual	83,271.76

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

**Resident Wage Incentive:**

Hourly	35.07	49.10
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
Annual	72,951.84	102,129.04

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

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

(9) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,298.84
Annual	85,769.84

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

**Pay Range 1IX**

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
AUDIT MANAGER (6) (13)
BRIDGE MAINTENANCE MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (9)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (9)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
COURT IT MANAGER (6) (13)
DEPUTY COURT ADMINISTRATOR (6) (13)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (12)

EMERGENCY COMMUNICATIONS MANAGER (4) (11)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (8)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (13)
ERS CHIEF FINANCIAL OFFICER (2) (9)
ERS SYSTEMS MANAGER (6) (13)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION AUDIT MANAGER (2) (9)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (9)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (9)
FUNCTIONAL APPLICATIONS MANAGER (3) (10)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (9)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (9)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (9)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (9)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (14)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (9)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (9)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (12)
TRANSPORTATION ENGINEERING PLANNER (5) (12)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (9)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (9)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (5) (12)
WORKER’S COMPENSATION AND SAFETY MANAGER

**Wage Rate:**

Hourly	36.29	50.80
<b>Biweekly</b>	<b>2,903.01</b>	<b>4,064.20</b>
Annual	75,478.26	105,669.20

- (1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,785.51
Annual	98,423.26

- (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 authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

- (4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

- (5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

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

- (7) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,334.13
Annual	86,687.38

### **Resident Wage Incentive:**

Hourly	37.38	52.33
<b>Biweekly</b>	<b>2,990.10</b>	<b>4,186.13</b>
Annual	77,742.60	108,839.38

- (8) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,899.08
Annual	101,376.08

- (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 authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

- (11) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

- (12) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

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

(14) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,434.15
Annual	89,287.90

## SECTION 2: PROFESSIONALS

### Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (14)
ENVIRONMENTAL HEALTH COORDINATOR (8) (17)
ENVIRONMENTAL RISK OFFICER (1) (10)
FIRE DISPATCHER – SENIOR (6) (15)
LIBRARIAN III (7) (16)
MECHANICAL PLAN EXAMINER II (2) (11)
MICROBIOLOGIST (5) (14)
PLAN EXAMINER II (2) (11)
PUBLIC HEALTH NURSE 3 (3) (4) (12) (13)
PUBLIC HEALTH SOCIAL WORKER 3 (9) (18)
VIROLOGIST (5) (14)
WATER MICROBIOLOGIST (5) (14)

### Wage Rate:

Hourly	23.22	32.51
<b>Biweekly</b>	<b>1,857.47</b>	<b>2,600.60</b>
Annual	48,294.22	67,615.60

- (1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,554.73	2,656.92	2,757.88
Annual	66,422.98	69,079.92	71,704.88

- (3) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,386.92	2,600.60
Annual	62,059.92	67,615.60

- (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 may be at any rate in the pay range with the approval of DER.  
 (6) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

- (7) Recruitment is at:

Biweekly	2,006.12
Annual	52,159.12

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

Biweekly	2,154.74
Annual	56,023.24

- (8) Recruitment is at:

Biweekly	2,286.54
Annual	59,450.04

- (9) Recruitment is at:

Biweekly	2,249.60
Annual	58,489.60

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

**Resident Wage Incentive:**

Hourly	23.91	33.48
<b>Biweekly</b>	<b>1,913.19</b>	<b>2,678.62</b>
Annual	49,742.94	69,644.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

- (11) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,631.37	2,736.63	2,840.62
Annual	68,415.62	71,152.38	73,856.12

- (12) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,458.53	2,678.62
Annual	63,921.78	69,644.12

- (13) **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.

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

- (15) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

- (16) Recruitment is at:

Biweekly	2,066.30
Annual	53,723.80

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

Biweekly	2,219.38
Annual	57,703.88

(17) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

(18) Recruitment is at:

Biweekly	2,317.09
Annual	60,244.34

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

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

### Pay Range 9AN

Official Rate Daily

ELECTION INSPECTOR (1) (2)
----------------------------

#### Rate:

<b>Daily</b>	<b>130.00</b>
--------------	---------------

- (1) Election Inspector to receive an additional \$15.00 for each instruction class attended prior to each election.
- (2) Election Inspector to receive an additional \$100 per day for the August 11, 2020 and November 3, 2020 elections.

### Pay Range 9DN

Official Rate Daily

CHIEF INSPECTOR (1) (2)
-------------------------

#### Wage Rate:

<b>Daily</b>	<b>225.00</b>
--------------	---------------

- (1) Chief Inspector to receive an additional \$40.00 for initial five-hour instruction class and an additional \$25.00 for each instruction class attended prior to each election.
- (2) Chief Inspector to receive an additional \$100 per day for the August 11, 2020 and November 3, 2020 elections.

### Pay Range 9RN

Official Rate Biweekly

TEMPORARY ADMINISTRATIVE ASSISTANT III (3) (8)
TEMPORARY DISEASE INTERVENTION SPECIALIST COORDINATOR (1) (6)
TEMPORARY GRAPHIC DESIGNER II (4) (9)
TEMPORARY HUMAN RESOURCES ANALYST (2) (7)
TEMPORARY HUMAN RESOURCES ASSISTANT (5) (10)

**Wage Rate:**

<b>Biweekly</b>	1,748.96	2,147.11
Annual	45,472.96	55,824.86

- (1) Recruitment at any point of the range with DER approval.
- (2) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,634.62	2,288.38
Annual	42,500.12	59,497.88

- (3) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,636.11	1,855.70
Annual	42,538.86	48,248.20

- (4) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,682.03	2,015.04
Annual	43,732.78	52,391.04

- (5) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,837.67	2,102.67
Annual	47,779.42	54,669.42

**Resident Wage Incentive:**

<b>Biweekly</b>	1,801.43	2,211.52
Annual	46,837.18	57,499.52

- (6) Recruitment at any point of the range with DER approval.
- (7) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,683.66	2,357.03
Annual	43,775.16	61,282.78

- (8) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,685.19	1,911.37
Annual	43,814.94	49,695.62

- (9) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,732.49	2,075.49
Annual	45,044.74	53,962.74

- (10) Employees to be paid in the following range. Recruitment at any point in the range with DER approval.

Biweekly	1,892.80	2,165.75
----------	----------	----------

Annual	49,212.80	56,309.50
--------	-----------	-----------

## Pay Range 9UN

Official Rate Biweekly

TEMPORARY DATA AND EVALUATION COORDINATOR (1) (4)
---

### Wage Rate:

<b>Biweekly</b>	1,394.31	1,536.25
Annual	36,252.06	39,942.50

(1) Recruitment at any point in the range with DER approval.

### Resident Wage Incentive:

<b>Biweekly</b>	1,436.14	1,582.34
Annual	37,339.64	41,140.84

(2) Recruitment at any point in the range with DER approval.