



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Veronica O. Rudychev
Labor Negotiator

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

4GN-Pay Range 831

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 14, 2024 (June 23, 2024)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	43.03	45.32	47.04	48.81	50.67	52.60
Biweekly	3,494.07	3,625.69	3,762.74	3,905.13	4,053.25	4,207.36
Annual	91,095.53	94,526.91	98,099.93	101,812.33	105,673.90	109,691.90

(1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	43.96	45.61	47.31	49.10	50.95	52.88
Biweekly	3,516.87	3,648.54	3,785.55	3,927.97	4,076.05	4,230.17
Annual	91,689.96	95,122.74	98,694.64	102,407.88	106,268.33	110,286.61

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	44.31	45.96	47.68	49.46	51.31	53.23
Biweekly	3,545.40	3,677.08	3,814.06	3,956.50	4,104.60	4,258.71
Annual	92,433.55	95,866.62	99,437.96	103,151.47	107,012.77	111,030.77

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	44.46	46.10	47.82	49.60	51.45	53.38
Biweekly	3,556.84	3,688.49	3,825.49	3,967.93	4,116.03	4,270.11
Annual	92,731.88	96,164.12	99,736.01	103,449.53	107,310.82	111,327.98

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	39.89	41.39	42.96	44.58	46.27	48.03
Biweekly	3,191.07	3,311.30	3,436.45	3,566.51	3,701.75	3,842.50
Annual	83,195.76	86,330.26	89,593.15	92,983.87	96,509.98	100,179.52

(4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	41.75	43.32	44.95	46.64	48.40	50.22
Biweekly	3,340.36	3,465.41	3,595.56	3,730.82	3,871.51	4,017.87
Annual	87,087.86	90,348.29	93,741.41	97,267.78	100,935.77	104,751.52

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	42.10	43.66	45.28	46.97	48.73	50.56
Biweekly	3,367.47	3,492.54	3,622.65	3,757.95	3,898.62	4,044.97
Annual	87,794.87	91,055.57	94,447.58	97,975.06	101,642.49	105,458.25

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	42.23	43.79	45.42	47.11	48.87	50.70
Biweekly	3,378.36	3,503.36	3,633.48	3,768.78	3,909.43	4,055.82
Annual	88,078.67	91,337.70	94,729.99	98,257.47	101,924.35	105,740.94

- (7) Recruitment to be at the 4th step.

- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4IN-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)
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Effective Pay Period 14, 2024 (June 23, 2024)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	47.13	48.95	51.17	52.82	54.87	56.99
Biweekly	3,770.93	3,916.55	4,068.06	4,225.51	4,389.32	4,559.44
Annual	98,313.62	102,110.10	106,060.22	110,165.10	114,435.90	118,871.23

- (1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	47.42	49.23	51.13	53.10	55.15	57.28
Biweekly	3,793.41	3,938.99	4,090.49	4,247.96	4,411.80	4,581.92
Annual	98,899.67	102,695.04	106,644.88	110,750.31	115,021.95	119,457.28

- (2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	47.76	49.59	51.48	53.45	55.50	57.62
Biweekly	3,821.47	3,967.05	4,118.55	4,276.03	4,439.82	4,609.97
Annual	99,631.25	103,426.63	107,376.47	111,482.17	115,752.42	120,188.59

- (3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	47.90	49.73	51.62	53.59	55.64	57.76
Biweekly	3,832.67	3,978.23	4,129.77	4,287.21	4,451.07	4,621.16
Annual	99,923.17	103,718.25	107,668.93	111,773.81	116,045.72	120,480.21

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	44.78	46.50	48.30	50.16	52.11	54.13
Biweekly	3,581.69	3,720.00	3,863.91	4,013.44	4,169.02	4,330.63
Annual	93,379.67	96,985.65	100,737.71	104,636.16	108,692.43	112,905.68

- (4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	45.04	46.77	48.57	50.43	52.38	54.40
Biweekly	3,603.04	3,741.31	3,885.20	4,034.74	4,190.38	4,351.95
Annual	93,936.39	97,541.25	101,292.76	105,191.48	109,249.14	113,461.57

- (5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	45.38	47.10	48.90	50.76	52.71	54.73
Biweekly	3,629.69	3,767.93	3,911.84	4,061.41	4,216.99	4,378.61
Annual	94,631.11	98,235.40	101,987.20	105,886.76	109,943.02	114,156.56

- (6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	45.50	47.23	49.03	50.90	52.84	54.87
Biweekly	3,640.35	3,778.59	3,922.50	4,072.06	4,227.67	4,389.26
Annual	94,909.05	98,513.34	102,265.14	106,164.42	110,221.52	114,434.22

4LN-Pay Range 836

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 14, 2024 (June 23, 2024)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	48.95	50.85	52.82	54.87	56.99	59.21
Biweekly	3,916.55	4,068.06	4,225.51	4,389.32	4,559.44	4,736.61
Annual	102,110.10	106,060.22	110,165.10	114,435.90	118,871.23	123,490.09

- (1) **Associate's Degree** – (an employee attained and maintained)

Hourly	49.23	51.13	53.10	55.15	57.28	59.49
Biweekly	3,938.99	4,090.49	4,247.96	4,411.80	4,581.92	4,759.06
Annual	102,695.04	106,644.88	110,750.31	115,021.95	119,457.28	124,075.58

- (2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	49.59	51.48	53.45	55.50	57.62	59.84
Biweekly	3,967.05	4,118.55	4,276.03	4,439.82	4,609.97	4,787.12
Annual	103,426.63	107,376.47	111,482.17	115,752.42	120,188.59	124,807.17

(3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	49.73	51.62	53.59	55.64	57.76	59.98
Biweekly	3,978.23	4,129.77	4,287.21	4,451.07	4,621.16	4,798.36
Annual	103,718.25	107,668.93	111,773.81	116,045.72	120,480.21	125,100.19

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	46.50	48.30	50.16	52.11	54.13	56.24
Biweekly	3,720.00	3,863.91	4,013.44	4,169.02	4,330.63	4,498.89
Annual	96,985.65	100,737.71	104,636.16	108,692.43	112,905.68	117,292.41

(4) **Associate's Degree** – (an employee attained and maintained)

Hourly	46.77	48.57	50.43	52.38	54.40	56.51
Biweekly	3,741.31	3,885.20	4,034.74	4,190.38	4,351.95	4,520.21
Annual	97,541.25	101,292.76	105,191.48	109,249.14	113,461.57	117,848.29

(5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	47.10	49.03	50.76	52.71	54.73	56.84
Biweekly	3,767.93	3,911.84	4,061.41	4,216.99	4,378.61	4,546.88
Annual	98,235.40	101,987.20	105,886.76	109,943.02	114,156.56	118,543.56

(6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	47.23	49.03	50.90	52.84	54.87	56.97
Biweekly	3,778.59	3,922.50	4,072.06	4,227.67	4,389.26	4,557.54
Annual	98,513.34	102,265.14	106,164.42	110,221.52	114,434.22	118,821.51

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

4NX-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 14, 2024 (June 23, 2024)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	54.87	56.99	59.21	61.51	63.91	66.40
Biweekly	4,389.32	4,559.44	4,736.61	4,920.83	5,112.47	5,311.67
Annual	114,435.90	118,871.23	123,490.09	128,293.03	133,289.27	138,482.73

- (1) **Associate's Degree** – (an employee attained and maintained)

Hourly	55.15	57.28	59.49	61.79	64.19	66.68
Biweekly	4,411.80	4,581.92	4,759.06	4,943.23	5,134.93	5,334.10
Annual	115,021.95	119,457.28	124,075.58	128,877.12	133,875.04	139,067.65

- (2) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	55.50	57.62	59.84	62.14	64.53	67.03
Biweekly	4,439.82	4,609.97	4,787.12	4,971.29	5,162.96	5,362.16
Annual	115,752.42	120,188.59	124,807.17	129,608.71	134,605.79	139,799.24

- (3) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	55.64	57.76	59.98	62.28	64.68	67.17
Biweekly	4,451.07	4,621.16	4,798.36	4,982.49	5,174.18	5,373.39
Annual	116,045.72	120,480.21	125,100.19	129,900.62	134,898.25	140,091.99

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	52.11	54.13	56.24	58.43	60.70	63.06
Biweekly	4,169.02	4,330.63	4,498.89	4,673.87	4,855.90	5,045.09
Annual	108,692.43	112,905.68	117,292.41	121,854.56	126,600.23	131,532.80

- (4) **Associate's Degree** – (an employee attained and maintained)

Hourly	52.38	54.40	56.51	58.69	60.96	63.33
Biweekly	4,190.38	4,351.95	4,520.21	4,695.14	4,877.22	5,066.39
Annual	109,249.14	113,461.57	117,848.29	122,409.05	127,156.12	132,088.12

- (5) **Bachelor's Degree** – (an employee attained and maintained)

Hourly	52.71	54.73	56.84	59.03	61.30	63.66
Biweekly	4,216.99	4,378.61	4,546.88	4,721.81	4,903.81	5,093.04
Annual	109,943.02	114,156.56	118,543.56	123,104.32	127,849.44	132,782.83

- (6) **Master's Degree or Higher** – (an employee attained and maintained)

Hourly	52.84	54.87	56.97	59.15	61.44	63.79
Biweekly	4,227.67	4,389.26	4,557.54	4,732.44	4,914.50	5,103.71
Annual	110,221.52	114,434.22	118,821.51	123,381.42	128,127.94	133,061.05

- (7) Recruitment to be at the 4th step.

4PX-Pay Range 842

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)
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Effective Pay Period 14, 2024 (June 23, 2024)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Hourly	61.51	63.91	66.40	68.99	71.68	74.49
Biweekly	4,920.83	5,112.47	5,311.67	5,518.92	5,734.43	5,958.58
Annual	128,293.03	133,289.27	138,482.73	143,886.24	149,504.85	155,348.60

- (1) **Associate's Degree** – (an employee has attained and maintained)

Hourly	61.79	64.19	66.68	69.27	71.96	74.76
Biweekly	4,943.23	5,134.85	5,334.10	5,541.34	5,756.85	5,981.00
Annual	128,877.12	133,872.81	139,067.65	144,470.62	150,089.22	155,933.26

- (2) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	62.14	64.53	67.03	69.62	72.31	75.12
Biweekly	4,971.29	5,162.96	5,362.16	5,569.42	5,784.93	6,009.04
Annual	129,608.71	134,605.79	139,799.24	145,202.76	150,821.37	156,664.29

- (3) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	62.28	64.68	67.17	69.76	72.45	75.26
Biweekly	4,982.49	5,174.18	5,373.39	5,580.63	5,796.13	6,020.26
Annual	129,900.62	134,898.25	140,091.99	145,494.95	151,113.27	156,956.76

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	58.43	60.70	63.06	65.53	68.08	70.75
Biweekly	4,673.87	4,855.90	5,045.09	5,241.95	5,449.85	5,659.50
Annual	121,854.56	126,600.23	131,532.80	136,665.07	142,001.54	147,551.15

- (4) **Associate's Degree** – (an employee has attained and maintained)

Hourly	61.79	64.19	66.68	69.27	71.96	74.76
Biweekly	4,943.23	5,134.85	5,334.10	5,541.34	5,756.85	5,981.00
Annual	128,877.12	133,872.81	139,067.65	144,470.62	150,089.22	155,933.26

- (5) **Bachelor's Degree** – (an employee has attained and maintained)

Hourly	62.14	64.53	67.03	69.62	72.31	75.12
Biweekly	4,971.29	5,162.96	5,362.16	5,569.42	5,784.93	6,009.04
Annual	129,608.71	134,605.79	139,799.24	145,202.76	150,821.37	156,664.29

- (6) **Master's Degree or Higher** – (an employee has attained and maintained)

Hourly	62.28	64.68	67.17	69.76	72.45	75.26
Biweekly	4,982.49	5,174.18	5,373.39	5,580.63	5,796.13	6,020.26
Annual	129,900.62	134,898.25	140,091.99	145,494.95	151,113.27	156,956.76

- (7) Recruitment to be at the 4th step.

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 211851.