



Department of Employee Relations

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Mayor

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Director

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Director

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To: Chris Lee
Staff Assistant
Finance and Personnel Committee
Common Council
City of Milwaukee

From: Andrea Knickerbocker
Human Resources Manager
Department of Employee Relations
City of Milwaukee

Date: December 4, 2023

Re: Common Council File No. 231158

Please make the following corrections to the 2023 Salary Ordinance:

Part I:

Under Pay Range 1GX:

- Delete the title 'Operations Manager – Development Center'

Under Pay Range 1KX:

- Add the title 'Fire Fleet Repair Manager' and apply footnote (8).

Under Pay Range 7BN:

- Create footnotes (7) and (8) and apply to the title 'Tire Repair Worker'

(7) Employees will receive an additional 3% incentive for special assignments.

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

Under Pay Range 8CN:

- Correct the title 'Electrical Services Laborer' to read 'Electrical Services Laborer 1'

Part II:

Under Section 5: Promotions and Special Pay Practices, A.:

- Delete the chart and replace with the following:

Promotions into a position within the following pay ranges:	
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Technicians Paraprofessionals Administrative Support Skilled Craft Service & Maintenance Part-time and Intermittent Protective Services and 4N & 4P	Pay Ranges 3AN to 3VN Pay Ranges 5AN to 5ON Pay Ranges 6AN to 6ON Pay Ranges 7AN to 7ON Pay Ranges 8AN to 8JN Pay Ranges 9AN to 9UN Pay Ranges 4A to 4L	Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Collective Bargaining Agreement.
Promotions into a position within the following pay ranges: Officials & Administrators Professionals Non-Represented Protective Services	Pay Ranges 1AX to 1GX Pay Ranges 2AN to 2KN Pay Ranges 2EX to 2KX Pay Range 4MX	Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.
Promotions into a position within the following pay ranges: Officials & Administrators Professionals Non-Represented Protective Services Non-Represented Protective Services	Pay Ranges 1HX to 1XX Pay Ranges 2LN to 2MN Pay Ranges 2LX to 2TX Pay Ranges 4QX and 4SX Pay Range 4OX and 4RX	Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.

Please make the following corrections to the 2023 Positions Ordinance:

Under Department of Neighborhood Services, Development Center Division:

- Delete 4 positions 'Plan Examiner Specialist'
- Add 4 positions 'Plan Examiner Specialist 2'

Under Fire Department, Administration Division:

- Delete 1 position 'Custodial Worker II/City Laborer'
- Add 1 position 'Custodial Worker 3'

Please make the following corrections to the 2024 Salary Ordinance:

Part I:

Under Pay Range 1GX:

- Delete the title 'Operations Manager – Development Center'

Under Pay Range 1KX:

- Add the title 'Fire Fleet Repair Manager' and apply footnote (8).

Under Pay Range 7BN:

- Create footnotes (7) and (8) and apply to the title 'Tire Repair Worker'

(7) Employees will receive an additional 3% incentive for special assignments.

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

Under Pay Range 8CN:

- Correct the title 'Electrical Services Laborer' to read 'Electrical Services Laborer 1'

Part II:

Under Section 5: Promotions and Special Pay Practices, A.:

- Delete the chart and replace with the following:

<p>Promotions into a position within the following pay ranges:</p> <p>Technicians Pay Ranges 3AN to 3VN Paraprofessionals Pay Ranges 5AN to 5ON Administrative Support Pay Ranges 6AN to 6ON Skilled Craft Pay Ranges 7AN to 7ON Service & Maintenance Pay Ranges 8AN to 8JN Part-time and Intermittent Pay Ranges 9AN to 9UN Protective Services Pay Ranges 4A to 4L and 4N & 4P</p>	<p>Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Collective Bargaining Agreement.</p>
<p>Promotions into a position within the following pay ranges:</p> <p>Officials & Administrators Pay Ranges 1AX to 1GX Professionals Pay Ranges 2AN to 2KN Pay Ranges 2EX to 2KX</p> <p>Non-Represented Protective Services Pay Range 4MX</p>	<p>Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Pay Range.</p>
<p>Promotions into a position within the following pay ranges:</p> <p>Officials & Administrators Pay Ranges 1HX to 1XX</p>	

Professionals	Pay Ranges 2LN to 2MN Pay Ranges 2LX to 2TX	Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest.
Non-Represented Protective Services	Pay Ranges 4QX and 4SX	
Non-Represented Protective Services	Pay Range 4OX and 4RX	In accordance with applicable provisions within the Pay Range.

Please make the following corrections to the 2024 Positions Ordinance:

Under Election Commission, Election Services Division:

- Delete 1 position 'Training Coordinator'
- Add 1 position 'Election Training Manager'

Under Department of Neighborhood Services, Development Center Division:

- Delete 4 positions 'Plan Examiner Specialist'
- Add 4 positions 'Plan Examiner Specialist 2'

Under Fire Department, Administration Division:

- Delete 1 position 'Custodial Worker II/City Laborer'
- Add 1 position 'Custodial Worker 3'