



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue IV**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

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:

|  |  |
|--|--|
| <b>Promotions into a position within the following pay ranges:</b> |  |
|--|--|

|   |   |  |
|---|---|--|
| Technicians<br>Paraprofessionals<br>Administrative Support<br>Skilled Craft<br>Service & Maintenance<br>Part-time and Intermittent<br>Protective Services<br>and 4N & 4P  | Pay Ranges 3AN to 3VN<br>Pay Ranges 5AN to 5ON<br>Pay Ranges 6AN to 6ON<br>Pay Ranges 7AN to 7ON<br>Pay Ranges 8AN to 8JN<br>Pay Ranges 9AN to 9UN<br>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.<br><br>In accordance with applicable provisions within the Collective Bargaining Agreement. |
| <b>Promotions into a position within the following pay ranges:</b><br><br>Officials & Administrators<br>Professionals<br><br>Non-Represented<br>Protective Services   | Pay Ranges 1AX to 1GX<br>Pay Ranges 2AN to 2KN<br>Pay Ranges 2EX to 2KX<br><br>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.<br><br>In accordance with applicable provisions within the Pay Range.                       |
| <b>Promotions into a position within the following pay ranges:</b><br><br>Officials & Administrators<br>Professionals<br><br>Non-Represented<br>Protective Services<br><br>Non-Represented<br>Protective Services | Pay Ranges 1HX to 1XX<br>Pay Ranges 2LN to 2MN<br>Pay Ranges 2LX to 2TX<br><br>Pay Ranges 4QX and 4SX<br><br>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.<br><br>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><b>Promotions into a position within the following pay ranges:</b></p> <p>Technicians                      Pay Ranges 3AN to 3VN<br/> Paraprofessionals              Pay Ranges 5AN to 5ON<br/> Administrative Support        Pay Ranges 6AN to 6ON<br/> Skilled Craft                      Pay Ranges 7AN to 7ON<br/> Service &amp; Maintenance        Pay Ranges 8AN to 8JN<br/> Part-time and Intermittent    Pay Ranges 9AN to 9UN<br/> Protective Services              Pay Ranges 4A to 4L<br/> and 4N &amp; 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><b>Promotions into a position within the following pay ranges:</b></p> <p>Officials &amp; Administrators    Pay Ranges 1AX to 1GX<br/> Professionals                      Pay Ranges 2AN to 2KN<br/>     Pay Ranges 2EX to 2KX</p> <p>Non-Represented<br/> 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><b>Promotions into a position within the following pay ranges:</b></p> <p>Officials &amp; Administrators    Pay Ranges 1HX to 1XX</p>   |   |

|  |  |   |
|--|--|---|
| Professionals                          | Pay Ranges 2LN to 2MN<br>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<br>Protective Services | Pay Ranges 4QX and 4SX                         |   |
| Non-Represented<br>Protective Services | Pay Range 4OX and<br>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'