



CITY OF MILWAUKEE
DEPARTMENT OF EMPLOYEE RELATIONS

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: April 1, 2021

Re: Common Council File No. 201605

Please make the following corrections to the 2021 Salary Ordinance:

1. Under Section 1, Pay Range 1GX:

- o Remove footnote (4) and replace with the following:
 (4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,382.05
Annual	87,933.30

- o Delete footnotes (1) and (11) and replace with the following:
 (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
 (11) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

2. Under Section 1, Pay Range 1HX:

- o Create footnotes (6) and (12), add to the titles of 'Electrical Services Manager – Senior' and 'Library Facilities Manager' and renumber accordingly.
 (6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
 (12) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- o Remove footnotes (4) and newly numbered (10) and replace with the following:
 (4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,476.88
Annual	90,398.88

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

Biweekly	3,581.19
Annual	93,110.94

3. Under Section 1, Pay Range 1IX:

- Create footnotes (10) and (20), add to the title ‘Water Plants Operation Manager’ and renumber accordingly.
 - (10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
 - (20) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- Delete footnotes (5) (8) and newly renumbered (15) and (18) and replace with the following:

(5) 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	3,476.88
Annual	90,398.88

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

Biweekly	3,476.88
Annual	90,398.88

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

Biweekly	3,581.19
Annual	93,110.94

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

Biweekly	3,581.19
Annual	93,110.94

4. Under Section 1, Pay Range 1JX:

- Remove footnotes (3) and (6) from the title ‘Civil Engineer V’
- Create footnotes (4) and (9) and add to the title ‘Civil Engineer V’

(4) 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	3,476.88
Annual	90,398.88

(9) 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	3,581.19
Annual	93,110.94

- Create footnotes (5) and (10), add to the title ‘Electrical Services Operations Manager’ and renumber accordingly.
 - (5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
 - (10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- Delete footnotes (3) and newly numbered (8) and replace with the following:

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

Biweekly	3,476.88
Annual	90,398.88

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

Biweekly	3,581.19
Annual	93,110.94

5. Under Section 1, Pay Range 1KX:

- o Create footnotes (4) and (8), add to the title 'Water Plants Manager' and renumber accordingly.
 - (4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
 - (8) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- o Delete footnotes (2) (3) and newly renumbered (6) and (7) and replace with the following:

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

Biweekly	3,476.88
Annual	90,398.88

(3) 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	3,476.88
Annual	90,398.88

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

Biweekly	3,581.19
Annual	93,110.94

(7) 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	3,581.19
Annual	93,110.94

6. Under Section 2, Pay Range 2DN:

- o Delete the title 'Lead Risk Assessor III (7) (26)'

7. Under Section 2, Pay Range 2GN:

- o Delete footnotes (11) and (24) and replace with the following:

(11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(24) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

8. Under Section 3, Pay Range 3MN:

- o Delete the title 'Lead Risk Assessor II (4) (8)'
- o Add the title 'Lead Risk Assessor II (4) (8)'
- o Replace the table under footnote (4) with the following:

Biweekly	2,030.68
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Annual	52,797.68
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- Replace the table under footnote (8) with the following:

Biweekly	2,091.60
Annual	54,381.60

3. Under Section 3, Pay Range 3LN:

- Replace the table under footnote (14) with the following:

Biweekly	1,954.77
Annual	50,824.02

4. Under Section 7, Pay Range 7QN:

- Create footnotes (6) (12), add to the title 'Municipal Services Electrician Apprentice', and renumber accordingly:
 (6) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/or performing lead work assignments.
 (12) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/or performing lead work assignments.

5. Under Section 7, Pay Range 7SN:

- Delete footnotes (1) and (2) and replace with the following:
 (1) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/or performing lead work assignments.
 (2) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor's License and/or performing lead work assignments.