



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

September 8, 2016
(REVISED)

The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2013-2016 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Professional Firefighters' Association, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Professional Firefighters' Association)

1. EFFECTIVE PAY PERIOD 14, 2016 (June 19, 2016)

Under Pay Ranges 850 through 857 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement will receive the following rates of pay:

Pay Range 850

Biweekly	1,802.38	1,874.63	2,077.54	2,281.01	2,505.35	2,752.80	2,999.72
Monthly	3,915.89	4,072.86	4,513.70	4,955.77	5,443.17	5,980.79	6,517.25
Annual	46,990.62	48,874.28	54,164.43	59,469.19	65,318.05	71,769.43	78,206.98

Pay Range 850P*

Biweekly	1,820.40	1,893.36	2,098.32	2,303.83	2,530.42	2,780.32	3,029.72
Monthly	3,955.04	4,113.55	4,558.85	5,005.35	5,497.64	6,040.58	6,582.43
Annual	47,460.43	49,362.60	54,706.20	60,064.14	65,971.66	72,486.91	78,989.13

* For those employees holding a current EMT-II certification and who are available for



assignment to paramedic duties.

Delete footnote designation "2/" in its entirety.

Delete footnote designation "3/" in its entirety.

Pay Range 853

Biweekly	2,256.81	2,305.33	2,833.15	2,943.45	3,173.08
Monthly	4,903.19	5,008.60	6,155.36	6,395.00	6,893.89
Annual	58,838.26	60,103.25	73,864.27	76,739.94	82,726.73

Pay Range 853P*

Biweekly	2,279.37	2,328.37	2,861.49	2,972.88	3,204.81
Monthly	4,952.20	5,058.66	6,216.93	6,458.94	6,962.83
Annual	59,426.43	60,703.93	74,603.13	77,507.23	83,553.97

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 856

Biweekly	2,892.37	3,003.31	3,118.67	3,238.60	3,363.43
Monthly	6,284.02	6,525.05	6,775.68	7,036.24	7,307.45
Annual	75,408.22	78,300.58	81,308.18	84,434.93	87,689.42

Pay Range 856P*

Biweekly	2,921.30	3,033.34	3,149.85	3,271.00	3,397.07
Monthly	6,346.87	6,590.29	6,843.42	7,106.64	7,380.54
Annual	76,162.46	79,083.51	82,121.09	85,279.64	88,566.47

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 857

Biweekly	3,187.16	3,311.99	3,441.78	3,576.67	3,716.87	3,862.81
Monthly	6,924.48	7,195.69	7,477.68	7,770.74	8,075.34	8,392.41
Annual	83,093.81	86,348.31	89,732.12	93,248.89	96,904.11	100,708.97

Add footnote designation "3" to read as follows: "3/ Effective Pay Period 1, 2015 employee's holding a current EMT-II certification and who are available for assignment to paramedic duties shall receive a 1% pensionable, non-base building payment, payable bi-weekly.

2. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

Under Pay Ranges 850 through 857 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement will receive the following rates of pay:

Pay Range 850

Biweekly	1,806.89	1,879.32	2,082.73	2,286.71	2,511.61	2,759.68	3,007.22
Monthly	3,925.68	4,083.05	4,524.98	4,968.15	5,456.77	5,995.73	6,533.54
Annual	47,108.20	48,996.56	54,299.75	59,617.80	65,481.26	71,948.80	78,402.52

Pay Range 850P*

Biweekly	1,824.95	1,898.09	2,103.57	2,309.59	2,536.75	2,787.27	3,037.29
Monthly	3,964.92	4,123.83	4,570.26	5,017.86	5,511.39	6,055.68	6,598.87
Annual	47,579.05	49,485.92	54,843.07	60,214.31	66,136.69	72,668.11	79,186.49

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Delete footnote designation "2/" in its entirety.

Delete footnote designation "3/" in its entirety.

Pay Range 853

Biweekly	2,262.45	2,311.09	2,840.23	2,950.81	3,181.01
Monthly	4,915.44	5,021.12	6,170.74	6,410.99	6,911.12
Annual	58,985.30	60,253.42	74,048.85	76,931.83	82,933.47

Pay Range 853P*

Biweekly	2,285.07	2,334.19	2,868.64	2,980.31	3,212.82
Monthly	4,964.59	5,071.31	6,232.46	6,475.08	6,980.23
Annual	59,575.04	60,855.67	74,789.54	77,700.94	83,762.81

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 856

Biweekly	2,899.60	3,010.82	3,126.47	3,246.70	3,371.84
Monthly	6,299.73	6,541.37	6,792.63	7,053.84	7,325.72
Annual	75,596.71	78,496.38	81,511.54	84,646.11	87,908.68

Pay Range 856P*

Biweekly	2,928.60	3,040.92	3,157.72	3,279.18	3,405.56
Monthly	6,362.73	6,606.76	6,860.52	7,124.41	7,398.98
Annual	76,352.78	79,281.13	82,326.27	85,492.91	88,787.81

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 857

Biweekly	3,195.13	3,320.27	3,450.38	3,585.61	3,726.16	3,872.47
Monthly	6,941.80	7,213.68	7,496.36	7,790.16	8,095.53	8,413.40
Annual	83,301.60	86,564.18	89,956.33	93,481.97	97,146.31	100,960.82

3. EFFECTIVE PAY PERIOD 14, 2016 (June 19, 2016)

Under Pay Ranges 850 through 857 delete the current biweekly rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 850

Biweekly	1,276.67	1,702.22	1,770.44	1,962.09	2,154.25	2,366.15	2,599.82	2,833.02
Monthly	2,773.72	3,698.28	3,846.49	4,262.87	4,680.36	5,140.74	5,648.42	6,155.07
Annual	33,284.61	44,379.31	46,157.90	51,154.49	56,164.37	61,688.91	67,781.02	73,860.88

Pay Range 850P*

Biweekly	1,719.24	1,788.15	1,981.72	2,175.80	2,389.80	2,625.82	2,861.34
Monthly	3,735.25	3,884.97	4,305.52	4,727.18	5,192.13	5,704.91	6,216.60
Annual	44,823.04	46,619.62	51,666.27	56,726.21	62,305.50	68,458.88	74,599.22

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Add footnote designation "2" to read as follows: "2/ While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy an employee shall move to step 1 of the pay range."

Add footnote designation "3" to read as follows: "3/ An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service."

Pay Range 853

Biweekly	2,131.39	2,177.21	2,675.72	2,779.88	2,996.75
Monthly	4,630.70	4,730.25	5,813.32	6,039.62	6,510.80
Annual	55,568.38	56,762.97	69,759.84	72,475.44	78,129.55

Pay Range 853P*

Biweekly	2,152.71	2,198.99	2,702.47	2,807.67	3,026.71
Monthly	4,677.02	4,777.57	5,871.44	6,100.00	6,575.89
Annual	56,124.22	57,330.81	70,457.25	73,199.97	78,910.65

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 856

Biweekly	2,731.64	2,836.42	2,945.36	3,058.63	3,176.52
Monthly	5,934.81	6,162.46	6,399.15	6,645.24	6,901.37
Annual	71,217.76	73,949.52	76,789.74	79,742.85	82,816.41

Pay Range 856P*

Biweekly	2,758.97	2,864.77	2,974.82	3,089.22	3,208.29
Monthly	5,994.19	6,224.05	6,463.15	6,711.70	6,970.39
Annual	71,930.29	74,688.64	77,557.81	80,540.38	83,644.70

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 857

Biweekly	3,010.05	3,127.94	3,250.52	3,377.90	3,510.31	3,648.15
Monthly	6,539.69	6,795.82	7,062.14	7,338.89	7,626.57	7,926.04
Annual	78,476.30	81,549.86	84,745.70	88,066.68	91,518.79	95,112.48

4. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)

Under Pay Ranges 850 through 857 delete the current biweekly rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 850

Biweekly	1,279.86	1,706.48	1,774.87	1,967.00	2,159.64	2,372.07	2,606.32	2,840.10
Monthly	2,780.65	3,707.53	3,856.12	4,273.54	4,692.08	5,153.60	5,662.54	6,170.46
Annual	33,367.78	44,490.37	46,273.40	51,282.50	56,304.90	61,843.25	67,950.48	74,045.46

Pay Range 850P*

Biweekly	1,723.54	1,792.62	1,986.67	2,181.24	2,395.77	2,632.38	2,868.49
Monthly	3,744.60	3,894.68	4,316.28	4,739.00	5,205.10	5,719.16	6,232.14
Annual	44,935.15	46,736.16	51,795.32	56,868.04	62,461.15	68,629.91	74,785.63

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 853

Biweekly	2,136.72	2,182.65	2,682.41	2,786.83	3,004.24
Monthly	4,642.28	4,742.07	5,827.86	6,054.72	6,527.07
Annual	55,707.34	56,904.80	69,934.26	72,656.64	78,324.83

Pay Range 853P*

Biweekly	2,158.09	2,204.49	2,709.23	2,814.69	3,034.28
Monthly	4,688.71	4,789.52	5,886.12	6,115.25	6,592.33
Annual	56,264.49	57,474.20	70,633.49	73,382.99	79,108.01

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 856

Biweekly	2,738.47	2,843.51	2,952.72	3,066.28	3,184.46
Monthly	5,949.65	6,177.86	6,415.14	6,661.86	6,918.62
Annual	71,395.82	74,134.37	76,981.63	79,942.30	83,023.42

Pay Range 856P*

Biweekly	2,765.87	2,871.93	2,982.26	3,096.94	3,216.31
Monthly	6,009.18	6,239.61	6,479.32	6,728.47	6,987.82
Annual	72,110.18	74,875.32	77,751.78	80,741.65	83,853.79

* For those employees holding a current EMT-II certification and who are available for assignment to paramedic duties.

Pay Range 857

Biweekly	3,017.58	3,135.76	3,258.65	3,386.34	3,519.09	3,657.27
Monthly	6,556.05	6,812.81	7,079.81	7,357.23	7,645.64	7,945.85
Annual	78,672.62	81,753.74	84,957.66	88,286.72	91,747.70	95,350.25

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 101160.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,



Nicole M. Fleck
Labor Relations Officer

cc: Yvette Rowe
Faranda Wragg
Michelle Stein
Renee Keinert

NMF
13-16 Sal Ord Rates
Labr/Lo215/2013-2016 Negotiations/2013-2016 Implementation