

CC #190918– Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1AX

Official Rate Biweekly

BUILDING SERVICES SUPERVISOR II (1) (4)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2) (4) (5)
FLEET TRAINING SUPERVISOR (1) (2) (4) (5)
FORENSIC PROCESSOR SUPERVISOR
HEALTH PROJECT COORDINATOR – WIC
INVENTORY MANAGER
PARKING ENFORCEMENT SUPERVISOR
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (3) (6)
SANITATION SUPERVISOR (1) (2) (4) (5)
SELF-HELP YARD SUPERVISOR (1) (2) (4) (5)
STREET REPAIR SUPERVISOR (1) (4)
TOW LOT SUPERVISOR

Wage Rate:

Hourly	23.40	30.49
Biweekly	1,871.92	2,439.48
Annual	48,669.92	63,426.48

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) To be appointed at:

Biweekly	2,182.55
Annual	56,746.30

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (3) Recruitment is at:

Biweekly	1,895.62
Annual	49,286.12

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	1,928.08	2,512.66
Annual	50,130.08	65,329.16

- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) To be appointed at:

Biweekly	2,248.03
Annual	58,448.78

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (6) Recruitment is at:

Biweekly	1,952.49
Annual	50,764.74

Pay Range 1DX

Official Rate Biweekly

CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (4) (10)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (7)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (8) (12)
HEALTH PROJECT COORDINATOR – DADS
HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4) (10)
HEALTHCARE ACCESS PROGRAM MANAGER
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY BUSINESS MANAGER
PARKING SERVICES SUPERVISOR (2) (8)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (9)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (8) (11)
SANITATION DISTRICT MANAGER (2) (8)

URBAN FORESTRY MANAGER (2) (8)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

- (1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,278.96
Annual	59,252.96

- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (4) Recruitment is at:

Biweekly	2,384.62
Annual	62,000.12

- (5) Recruitment is at:

Biweekly	2,248.55
Annual	58,462.30

- (6) Recruitment is at:

Biweekly	2,543.02
Annual	66,118.52

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

- (7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,347.33
Annual	61,030.58

- (8) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (10) Recruitment is at:

Biweekly	2,456.16
Annual	63,860.16

(11) Recruitment is at:

Biweekly	2,316.01
Annual	60,216.26

(12) Recruitment is at:

Biweekly	2,619.31
Annual	68,102.06

Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (23)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (16) (17)
DOULA PROGRAM MANAGER (9) (23)
DPW INVENTORY AND PURCHASING MANAGER
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (23)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (28)
FIRE DISPATCH ASSISTANT MANAGER (6) (20)
FIRE EQUIPMENT REPAIRS MANAGER (14) (28)
FIRE FLEET AND EQUIPMENT MANAGER (14) (28)
FLEET OPERATIONS AND TRAINING MANAGER (4) (18)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (17)
HOUSING REHABILITATION MANAGER (12) (26)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (7) (21)
MANAGEMENT LIBRARIAN (7) (21)
MEN'S HEALTH MANAGER (9) (23)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (17)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (24)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (27)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (15)
PUBLIC HEALTH NURSE SUPERVISOR (8) (22)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (19)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (25)

WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (23)
WIC PROGRAM MANAGER

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment may be up to the midpoint of the range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) Recruitment is at:

Biweekly	2,729.50
Annual	70,967.00

- (6) 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	2,510.03
Annual	65,260.78

- (7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

- (8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

- (9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

- (10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

- (11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

- (12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(15) Recruitment may be up to the midpoint of the range with the approval of DER.

(16) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(17) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(18) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(19) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(20) 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	2,585.33
Annual	67,218.58

(21) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(22) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(23) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(24) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(25) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(26) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(27) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(28) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (11) (13)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (11)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (18)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (13) (16)
HOME ENVIRONMENTAL HEALTH MANAGER
HUMAN RESOURCES OFFICER (2) (11)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARIAN V (1) (10)
LICENSE DIVISION ASSISTANT MANAGER
PARKING FINANCIAL MANAGER (4) (13)
PROPERTY CONTROL MANAGER (3) (12)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR (2) (11)
STREET REPAIR DISTRICT MANAGER (4) (13)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (14)
WATER PLANT OPERATIONS SUPERVISOR (6) (15)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (17)
WATER QUALITY OPERATIONS MANAGER

Wage Rate:

Hourly	29.97	41.96
Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	3,051.99
Annual	79,351.74

- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) Recruitment is at:

Biweekly	2,550.92
Annual	66,323.92

- (6) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

- (7) Recruitment is at:

Biweekly	2,695.60
Annual	70,085.60

- (8) Recruitment is at:

Biweekly	2,689.32
Annual	69,922.32

- (9) Recruitment is at:

Biweekly	2,625.92
Annual	68,273.92

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

- (10) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (11) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(12) Recruitment is at:

Biweekly	3,143.55
Annual	81,732.30

(13) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(14) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(15) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(16) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(17) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(18) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1) (6)
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER
FINANCE AND ADMINISTRATION MANAGER (1) (6)
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)

LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

Wage Rate:

Hourly	34.05	47.67
Biweekly	2,724.12	3,813.63
Annual	70,827.12	99,154.38

(1) Recruitment may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

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

Biweekly	3,202.76
Annual	83,271.76

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	2,805.84	3,928.04
Annual	72,951.84	102,129.04

(6) Recruitment may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,298.84
Annual	85,769.84

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (4)
ASSESSMENT OPERATIONS DIRECTOR (1) (4)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (5)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (5)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (5)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (6)
ERS – DISABILITY DEPUTY DIRECTOR (2) (5)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORIES DIRECTOR
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER

Wage Rate:

Hourly	38.67	54.15
Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

(2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

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

Biweekly	3,266.81
Annual	84,937.06

Resident Wage Incentive:

Hourly	39.83	55.77
Biweekly	3,186.74	4,461.75
Annual	82,855.24	116,005.50

(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

(5) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

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

Biweekly	3,364.81
Annual	87,485.06

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (20)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (22)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (19)
GEOGRAPHIC INFORMATION SPECIALIST (7) (21)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (21)
LEAD RISK ASSESSOR III (7) (21)
LIBRARIAN I (12) (26)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (23)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (1) (15)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER (10) (11) (24) (25)
PROPERTY MANAGER (8) (22)
PUBLIC HEALTH NURSE I (3) (4) (17) (18)
PUBLIC HEALTH SOCIAL WORKER (1) (15)
PURCHASING AGENT (14) (28)
REAL ESTATE COORDINATOR II (8) (22)
RENT ASSISTANCE SPECIALIST III (2) (8) (16) (22)
SAFETY SPECIALIST (13) (27)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

Hourly	20.43	28.60
Biweekly	1,634.62	2,288.38
Annual	42,500.12	59,497.88

(1) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be up to the following rate with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

(3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

(4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(5) Recruitment is at:

Biweekly	1,830.14
Annual	47,583.64

and may be up to the following rate with the approval of DER:

Biweekly	1,969.04
Annual	51,195.04

(6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

(7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

(8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of

having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,906.46	2,026.10	2,153.25	2,288.38
Annual	49,567.96	52,678.60	55,984.50	59,497.88

Recruitment at any increment in the range based upon credentials with the approval of DER.

- (11) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

- (12) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

and may be up to the following rate with the approval of DER:

Biweekly	1,896.12
Annual	49,299.12

- (13) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

- (14) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Resident Wage Incentive:

Hourly	21.05	29.46
Biweekly	1,683.66	2,357.03
Annual	43,775.16	61,282.78

- (15) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be up to the following rate with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

- (16) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

- (17) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

- (18) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(19) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

and may be up to the following rate with the approval of DER:

Biweekly	2,028.11
Annual	52,730.86

(20) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

(21) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(22) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(23) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

(24) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,963.65	2,086.88	2,217.85	2,357.03
Annual	51,054.90	54,258.88	57,664.10	61,282.78

Recruitment at any increment in the range based upon credentials with the approval of DER.

(25) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(26) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

and may be up to the following rate with the approval of DER:

Biweekly	1,953.00
Annual	50,778.00

(27) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(28) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (7)
ASSISTANT CITY PAYROLL MANAGER

BUDGET AND MANAGEMENT SPECIAL ASSISTANT
BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FISCAL PLANNING SPECIALIST (1) (6)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (5) (10)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (9)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (8)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (9)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (9)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

- (2) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (3) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (4) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (5) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

- (6) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

- (7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.

- (8) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

- (9) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
 (10) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

SECTION 7: SKILLED CRAFT

Pay Range 7BN

Official Rate Biweekly

EQUIPMENT MECHANIC I (1) (2) (3) (4)

Wage Rate:

Hourly	17.01	20.60
Biweekly	1,360.60	1,647.78
Annual	35,375.60	42,842.28

- (1) Recruitment is at:

Biweekly	1,475.00
Annual	38,350.00

- (2) One Equipment Mechanic I position in the DPW-Forestry Section who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one increment in the pay range. If at:

Biweekly	1,628.85
Annual	42,350.10

will advance to:

Biweekly	1,659.41
Annual	43,144.66

Resident Wage Incentive:

Hourly	17.52	21.22
Biweekly	1,401.42	1,697.21
Annual	36,436.92	44,127.46

(3) Recruitment is at:

Biweekly	1,519.25
Annual	39,500.50

(4) One Equipment Mechanic I position in the DPW-Forestry Section who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one increment in the pay range. If at:

Biweekly	1,677.72
Annual	43,620.72

will advance to:

Biweekly	1,709.19
Annual	44,438.94

Pay Range 7DN

Official Rate Biweekly

WATER METER TECHNICIAN (1) (2)

Wage Rate:

Hourly	17.94	22.39
Biweekly	1,435.16	1,791.04
Annual	37,314.16	46,567.04

(1) Recruitment is at:

Biweekly	1,508.47
Annual	39,220.22

Resident Wage Incentive:

Hourly	18.48	23.06
Biweekly	1,478.21	1,844.77
Annual	38,433.46	47,964.02

(2) Recruitment is at:

Biweekly	1,553.72
Annual	40,396.72

Pay Range 7EN

Official Rate Biweekly

EMERGENCY VEHICLE EQUIPMENT INSTALLER (2) (3) (7) (8)
EQUIPMENT MECHANIC IV
NURSERY SPECIALIST (4) (5) (9) (10)

WATER METER SPECIALIST (1) (6)

Wage Rate:

Hourly	19.54	22.63
Biweekly	1,563.08	1,810.65
Annual	40,640.08	47,076.90

(1) Recruitment is at:

Biweekly	1,622.61
Annual	42,187.86

(2) To be paid in the following rates:

Biweekly	1,585.56	1,836.70
Annual	41,224.56	47,754.20

Recruitment is at the following rate for candidates with at least three years of related experience:

Biweekly	1,633.13
Annual	42,461.38

For candidates with at least four years of related experience recruitment is at the following rate:

Biweekly	1,682.11
Annual	43,734.86

(3) Employees shall receive an additional 3% when designated to act as a lead worker.

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the primary certifications:

Biweekly	1,622.61	1,845.58	1,882.46
Annual	42,187.86	47,985.08	48,943.96

(5) **Career Ladder Position.** One assignment as lead worker to be paid an additional 3% biweekly.

Resident Wage Incentive:

Hourly	20.12	23.31
Biweekly	1,609.97	1,864.97
Annual	41,859.22	48,489.22

(6) Recruitment is at:

Biweekly	1,671.29
Annual	43,453.54

(7) To be paid in the following rates:

Biweekly	1,633.13	1,891.80
Annual	42,461.38	49,186.80

Recruitment is at the following rate for candidates with at least three years of related experience:

Biweekly	1,682.12
Annual	43,735.12

For candidates with at least four years of related experience recruitment is at the following rate:

Biweekly	1,732.57
Annual	45,046.82

- (8) Employees shall receive an additional 3% when designated to act as a lead worker.
- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the primary certifications:

Biweekly	1,671.29	1,900.95	1,938.93
Annual	43,453.54	49,424.70	50,412.18

- (10) **Career Ladder Position.** One assignment as lead worker to be paid an additional 3% biweekly.

Pay Range 7GN

Official Rate Biweekly

Wage Rate:

Hourly	19.76	24.35
Biweekly	1,580.63	1,948.03
Annual	41,096.38	50,648.78

Resident Wage Incentive:

Hourly	20.35	25.08
Biweekly	1,628.05	2,006.47
Annual	42,329.30	52,168.22

Pay Range 7HN

Official Rate Biweekly

ELECTRICAL SERVICES WELDER (4) (13)
FACILITIES MAINTENANCE MECHANIC (3) (8) (9) (12) (17) (18)
FLEET MAINTENANCE TECHNICIAN (2) (11)
FIRE MAINTENANCE TECHNICAIN (1) (10)
URBAN FORESTRY SPECIALIST (5) (6) (7) (14) (15) (16)
WATER PLANT FACILITY MECHANIC (3) (12)

Wage Rate:

Hourly	20.08	25.02
Biweekly	1,606.68	2,001.89
Annual	41,773.68	52,049.14

- (1) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional \$.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

- (2) Employees to be paid in the following range. Recruitment may be at any rate I the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% incentive for special assignments and 5% incentive for leadwork.

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,646.72	2,128.72
Annual	42,814.72	55,346.72

- (4) Recruitment is at:

Biweekly	1,757.10
Annual	45,684.60

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,730.77	2,001.89	2,041.92
Annual	45,000.02	52,049.14	53,089.92

- (6) The following employees are to be paid a base rate in the following range: Peter Anderson, Ryan Bagley, Dustin Batterman, William Bond, Kevin Boothby, Alistair Boyle, Cassandra Brayton, Michael Brennan, Craig Burnett, Johnny Burnett, Kevin Cerda, Alec Cournia, Mickey Critton Sr., Jonah del Moral, Jeffrey Dollhopf, Thomas Hanson, Tyrone Harper, Jarred Hoover, Matthew Kettner, Mitchell Kulis, Joshua Loeb, Noah Macek, Shawn McPhail, Matthew Nechodomu, Joshua Oettiker, Jerry Parker, Dane Rasmussen, Justin Reineke, Elliot Revels, Jessamyn Rideaux-Crenshaw, Andrew Riese, Elton Rogers, Michael Salinas, Michael Schoeller, Stephen Suminski Jr., Christopher Szymanski, Aaron Taylor, Joshua Tybring, Chad Vance, Bryan Wendelberger, Justin Williamsen, Ryan Zizzo:

Biweekly	1,622.61	2,001.89
Annual	42,187.86	52,049.14

- (7) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
- (8) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (9) Positons in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Resident Wage Incentive:

Hourly	20.69	25.77
Biweekly	1,654.88	2,061.95
Annual	43,026.88	53,610.70

- (10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional \$.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

- (11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3% incentive for special assignments and 5% incentive for leadwork.

- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,696.12	2,192.58
Annual	44,099.12	57,007.08

- (13) Recruitment is at:

Biweekly	1,809.81
Annual	47,055.06

- (14) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,782.69	2,061.95	2,103.18
Annual	46,349.94	53,610.70	54,682.68

- (15) The following employees are to be paid a base rate in the following range: Peter Anderson, Ryan Bagley, Dustin Batterman, William Bond, Kevin Boothby, Alistair Boyle, Cassandra Brayton, Michael Brennan, Craig Burnett, Johnny Burnett, Kevin Cerda, Alec Cournia, Mickey Critton Sr., Jonah del Moral, Jeffrey Dollhopf, Thomas Hanson, Tyrone Harper, Jarred Hoover, Matthew Kettner, Mitchell Kulis, Joshua Loeb, Noah Macek, Shawn McPhail, Matthew Nechodomu, Joshua Oettiker, Jerry Parker, Dane Rasmussen, Justin Reineke, Elliot Revels, Jessamyn Rideaux-Crenshaw, Andrew Riese, Elton Rogers, Michael Salinas, Michael Schoeller, Stephen Suminski Jr., Christopher Szymanski, Aaron Taylor, Joshua Tybring, Chad Vance, Bryan Wendelberger, Justin Williamsen, Ryan Zizzo:

Biweekly	1,671.29	2,061.95
Annual	43,453.54	53,610.70

- (16) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
- (17) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (18) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Pay Range 7JN

Official Rate Biweekly

ELECTRICAL SERVICES BLACKSMITH (1) (7)
ELECTRICAL SERVICES MACHINIST I (1) (7)
PAINTER LEADWORKER, HOUSE (2) (3) (4) (8) (9) (10)
PAINTER, BRIDGE AND IRON (5) (11)
PORT OPERATIONS TECHNICIAN (6) (12)

Wage Rate:

Hourly	22.88	27.83
Biweekly	1,830.32	2,226.04
Annual	47,588.32	57,877.04

- (1) Recruitment is at:

Biweekly	1,929.82
Annual	50,175.32

- (2) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.

- (3) Employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (4) Recruitment is at:

Biweekly	2,198.57
Annual	57,162.82

- (5) Recruitment is at:

Biweekly	2,226.04
Annual	57,877.04

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any rate in the range based upon experience and credentials with the approval of DER. Employees will advance 2% of base pay up to the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,487.87	2,244.00
Annual	38,684.62	58,344.00

Resident Wage Incentive:

Hourly	23.57	28.66
Biweekly	1,885.23	2,292.82
Annual	49,015.98	59,613.32

- (7) Recruitment is at:

Biweekly	1,987.71
Annual	51,680.46

- (8) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (9) Employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (10) Recruitment is at:

Biweekly	2,264.53
Annual	58,877.78

- (11) Recruitment is at:

Biweekly	2,292.82
Annual	59,613.32

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any rate in the range based upon experience and credentials with the approval of DER. Employees will advance 2% of base pay up to the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,532.51	2,311.32
Annual	39,845.26	60,094.32

Pay Range 7LN

Official Rate Biweekly

MACHINIST II (1) (5)
URBAN FORESTRY TECHNICIAN (2) (3) (6) (7)
WATER PLANT MACHINERY MECHANIC (4) (8)

Wage Rate:

Hourly	24.00	29.17
Biweekly	1,920.02	2,333.20
Annual	49,920.52	60,663.20

- (1) Recruitment is at:

Biweekly	1,995.91
Annual	51,893.66

- (2) **Career Ladder Position.** Recruitment is the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	2,028.83	2,404.69	2,439.46
Annual	52,749.58	62,521.94	63,425.96

- (3) **Career Ladder Position.** One assignment in Contract Administration to be paid an additional 3% biweekly.
- (4) Employees to be paid in the following range and may be recruited at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,777.52	2,279.54
Annual	46,215.52	59,268.04

Resident Wage Incentive:

Hourly	24.72	30.04
Biweekly	1,977.62	2,403.20
Annual	51,418.12	62,483.20

- (5) Recruitment is at:

Biweekly	2,055.79
Annual	53,450.54

- (6) **Career Ladder Position.** Recruitment is the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	2,089.69	2,476.83	2,512.64
Annual	54,331.94	64,397.58	65,328.64

- (7) **Career Ladder Position.** One assignment in Contract Administration to be paid an additional 3% biweekly.
- (8) Employees to be paid in the following range and may be recruited at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,830.85	2,347.93
Annual	47,602.10	61,046.18

Pay Range 7NN

Official Rate Biweekly

FIRE HVAC MAINTENANCE TECHNICIAN (1) (4) (5) (8)
HVAC MAINTENANCE TECHNICIAN (1) (2) (3) (5) (6) (7)

Wage Rate:

Hourly	21.53	30.39
Biweekly	1,722.55	2,430.84
Annual	44,786.30	63,201.84

- (1) Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER.

- (2) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (4) Employees will receive an additional 5% when performing special assignments.

Resident Wage Incentive:

Hourly	22.18	31.30
Biweekly	1,774.23	2,503.77
Annual	46,129.98	65,098.02

- (5) Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER.
- (6) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (7) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (8) Employees will receive an additional 5% when performing special assignments.

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (12)
CARPENTER SUPERVISOR (1) (7)
FIRE EQUIPMENT MACHINIST (4) (10)
FIRE EQUIPMENT WELDER (4) (10)
FIRE MECHANIC (4) (10)
FLEET SERVICE WELDER (6) (12)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (9)
IRONWORKER SUPERVISOR (1) (2) (7) (8)
VEHICLE SERVICES TECHNICIAN (5) (11)

Wage Rate:

Hourly	31.61	31.65
Biweekly	2,529.04	2,532.27
Annual	65,755.04	65,839.02

- (1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (2) Recruitment is at:

Biweekly	2,532.27
Annual	65,839.02

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

- (4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 5% when performing special assignments.

- (5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Resident Wage Incentive:

Hourly	32.56	32.60
Biweekly	2,604.91	2,608.24
Annual	67,727.66	67,814.24

- (7) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (8) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

- (9) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

- (10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% when performing special assignments.

- (11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8FN

Official Rate Biweekly

CEMENT FINISHER HELPER (2) (6)
INFRASTRUCTURE REPAIR WORKER (4) (8)
SELF-HELP YARD ATTENDANT
SEWER LABORER II (2) (6)
TOW LOT CREW LEADER
UTILITY CREW WORKER (2) (6)
VEHICLE SERVICES ASSISTANT (1) (5)
WATER DISTRIBUTION REPAIR WORKER I
WATER PLANT LABORER (3) (7)

Wage Rate:

Hourly	18.44	20.83
Biweekly	1,475.00	1,666.74
Annual	38,350.00	43,335.24

- (1) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (2) Recruitment is at:

Biweekly	1,491.73
Annual	38,784.98

- (3) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.
- (4) Effective Pay Period 16, 2017 an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

Resident Wage Incentive:

Hourly	18.99	21.46
Biweekly	1,519.25	1,716.74
Annual	39,500.50	44,635.24

- (5) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (6) Recruitment is at:

Biweekly	1,536.48
Annual	39,948.48

- (7) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.

- (8) Effective Pay Period 16, 2017 an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

Pay Range 8GN

Official Rate Biweekly

BRIDGE OPERATOR (1) (3) (4) (6)
SEWER CREW LEADER I (2) (5)
SPECIAL LABORER (ELECTRICAL SERVICES) (2) (5)
TRAFFIC SIGN WORKER II (2) (5)
UTILITY WORKER (ELECTRICAL SERVICES) (2) (5)

Wage Rate:

Hourly	18.82	21.35
Biweekly	1,505.90	1,707.66
Annual	39,153.40	44,399.16

- (1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
 (2) Recruitment is at:

Biweekly	1,544.61
Annual	40,159.86

- (3) Recruitment is at:

Biweekly	1,539.25
Annual	40,020.50

Resident Wage Incentive:

Hourly	19.39	21.99
Biweekly	1,551.08	1,758.89
Annual	40,328.08	45,731.14

- (4) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
 (5) Recruitment is at:

Biweekly	1,590.95
Annual	41,364.70

- (6) Recruitment is at:

Biweekly	1,585.43
Annual	41,221.18

Pay Range 8LN

Official Rate Biweekly

WATER REPAIR WORKER (1) (2) (3) (4)

Wage Rate:

Hourly	21.79	24.77
Biweekly	1,743.35	1,981.44
Annual	45,327.10	51,517.44

- (1) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (2) Operate Hydro-Vac to be paid an additional 2% biweekly.

Resident Wage Incentive:

Hourly	22.45	25.51
Biweekly	1,795.65	2,040.88
Annual	46,686.90	53,062.88

- (3) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (4) Operate Hydro-Vac to be paid an additional 2% biweekly.

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9JN

Official Rate Hourly

TEMPORARY WINTER RELIEF DRIVER WORKER (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	33.20	38.22
Biweekly	2,656.00	3,057.60
Annual	69,056.00	79,497.60

- (1) Previous City of Milwaukee Employees who held the title of Operations Driver Worker to be hired at the hourly rate of:

Hourly	38.22
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- (2) Previous City of Milwaukee Employees who held the title of Urban Forestry Specialist to be hired as the hourly rate of:

Hourly	37.54
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- (3) Employees who have not previously held either of the above City of Milwaukee titles to be paid at the hourly rate of:

Hourly	33.20
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Resident Wage Incentive:

Hourly	34.20	39.37
Biweekly	2,736.00	3,149.60
Annual	71,136.00	81,889.60

- (4) Previous City of Milwaukee Employees who held the title of Operations Driver Worker to be hired at the hourly rate of:

Hourly	39.37
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- (5) Previous City of Milwaukee Employees who held the title of Urban Forestry Specialist to be hired as the hourly rate of:

Hourly	38.67
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- (6) Employees who have not previously held either of the above City of Milwaukee titles to be paid at the hourly rate of:

Hourly	34.20
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