Tom Barrett
Mayor

Maria Monteagudo
Director

Deborah Ford
Labor Negotiator

City of Milwaukee

Department of Employee Relations

November 9, 2016

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 2017 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4)

1. **EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)**

   Under Pay Ranges 831 through 842 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/MPSO labor agreement will receive the following rates of pay:

   Pay Range 831

Hourly	35.75	37.10	38.50	39.96	41.47	43.05
Biweekly	2,860.03	2,967.76	3,079.93	3,196.51	3,317.72	3,443.87
Annual	74,565.07	77,373.74	80,298.17	83,337.58	86,497.70	89,786.61

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,972.97, 3,084.27, 3,200.09, 3,320.50, 3,445.67, 3,575.95."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,003.23, 3,108.40, 3,224.20, 3,344.60, 3,469.80, 3,600.08."

200 East Wells Street, Room 706, Milwaukee, WI 53202 ▪ Phone (414) 286-3751, TDD 286-2960, Fax 286-0800
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Labor Relations, Room 701 ▪ Phone (414) 286-3398, Fax 286-2356
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Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,006.75, 3,118.04, 3,233.85, 3,354.25, 3,479.46, 3,609.72."

Pay Range 835

Hourly	38.58	40.07	41.62	43.23	44.91	46.65
Biweekly	3,086.65	3,205.84	3,329.86	3,458.74	3,592.83	3,732.08
Annual	80,473.37	83,580.83	86,814.21	90,174.29	93,670.21	97,300.66

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,206.74, 3,329.79, 3,457.87, 3,590.98, 3,729.49, 3,873.29."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,230.46, 3,353.52, 3,481.60, 3,614.72, 3,753.18, 3,897.01."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,239.93, 3,362.98, 3,491.07, 3,624.18, 3,762.69, 3,906.47."

Pay Range 836

Hourly	40.07	41.62	43.23	44.91	46.65	48.46
Biweekly	3,205.84	3,329.86	3,458.74	3,592.83	3,732.08	3,877.09
Annual	83,580.83	86,814.21	90,174.29	93,670.21	97,300.66	101,081.27

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,329.79, 3,457.87, 3,590.98, 3,729.49, 3,873.29, 4,023.05."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,353.52, 3,481.60, 3,614.72, 3,753.18, 3,897.01, 4,046.76."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,362.98, 3,491.07, 3,624.18, 3,762.69, 3,906.47, 4,056.27."

Pay Range 839

Hourly	44.91	46.65	48.46	50.35	52.31	54.35
Biweekly	3,592.83	3,732.08	3,877.09	4,027.87	4,184.74	4,347.79
Annual	93,670.21	97,300.66	101,081.27	105,012.32	109,102.15	113,353.09

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,729.49, 3,873.29, 4,023.05, 4,178.74, 4,340.79, 4,509.15."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,753.18, 3,897.01, 4,046.76, 4,202.46, 4,364.47, 4,532.87."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,762.69, 3,906.47, 4,056.27, 4,211.93, 4,373.97, 4,542.36."

Pay Range 842

Hourly	50.35	52.31	54.35	56.47	58.67	60.97
Biweekly	4,027.87	4,184.74	4,347.79	4,517.44	4,693.84	4,877.30
Annual	105,012.32	109,102.15	113,353.09	117,776.11	122,375.11	127,158.18

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,178.74, 4,340.72, 4,509.15, 4,684.34, 4,866.52, 5,056.00."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,202.46, 4,364.47, 4,532.87, 4,708.08, 4,890.25, 5,079.71."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,211.93, 4,373.97, 4,542.36, 4,717.55, 4,899.74, 5,089.20."

2. **EFFECTIVE PAY PERIOD 1, 2017 (January 1, 2017)**

Under Pay Ranges 831 through 842 delete the current 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 831

Hourly	33.79	35.06	36.39	37.77	39.20	40.69
Biweekly	2,703.24	2,805.07	2,911.09	3,021.28	3,135.84	3,255.08
Annual	70,477.33	73,132.18	75,896.27	78,769.08	81,755.83	84,864.58

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,809.98, 2,915.18, 3,024.66, 3,138.45, 3,256.79, 3,379.91."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,832.79, 2,938.00, 3,047.44, 3,161.25, 3,279.60, 3,402.72."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or 2,841.93, 2,947.11, 3,056.57, 3,170.37, 3,288.70, 3,411.84."

Pay Range 835

Hourly	36.47	37.88	39.34	40.86	42.45	44.09
Biweekly	2,917.44	3,030.09	3,147.32	3,269.13	3,395.87	3,527.49
Annual	76,061.83	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,030.95, 3,147.26, 3,268.31, 3,394.11, 3,525.03, 3,660.95."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,053.36, 3,169.68, 3,290.73, 3,416.55, 3,547.42, 3,683.37."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,239.93, 3,362.98, 3,491.07, 3,624.18, 3,762.69, 3,906.47."

Pay Range 836

Hourly	37.88	39.34	40.86	42.45	44.09	45.81
Biweekly	3,030.09	3,147.32	3,269.13	3,395.87	3,527.49	3,664.55
Annual	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70	95,540.05

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,147.26, 3,268.31, 3,394.11, 3,525.03, 3,660.95, 3,802.50."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following

biweekly rates: 3,169.68, 3,290.73, 3,416.55, 3,547.42, 3,683.37, 3,824.92."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,178.64, 3,299.70, 3,425.50, 3,556.41, 3,692.33, 3,833.89."

Pay Range 839

Hourly	42.45	44.09	45.81	47.59	49.44	51.37
Biweekly	3,395.87	3,527.49	3,664.55	3,807.06	3,955.33	4,109.44
Annual	88,535.18	91,966.70	95,540.05	99,255.49	103,121.10	107,138.97

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,525.03, 3,660.95, 3,802.50, 3,949.66, 4,102.81, 4,261.96."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,547.42, 3,683.37, 3,824.92, 3,972.09, 4,125.20, 4,284.37."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,556.41, 3,692.33, 3,833.89, 3,981.03, 4,134.19, 4,293.35."

Pay Range 842

Hourly	47.59	49.44	51.37	53.37	55.46	57.62
Biweekly	3,807.06	3,955.33	4,109.44	4,269.79	4,436.52	4,609.92
Annual	99,255.49	103,121.10	107,138.97	111,319.52	115,666.41	120,187.20

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 14, 2015, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,949.66, 4,102.81, 4,261.96, 4,427.55, 4,599.74, 4,778.83."
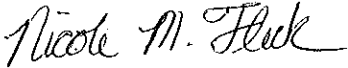
Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,972.09, 4,125.20, 4,284.37, 4,449.98, 4,622.17, 4,801.23."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 14, 2015, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,981.03, 4,134.19, 4,293.35, 4,458.94, 4,631.13, 4,810.21."

A fiscal note that reflects the cost of the proposed amendments is included in file #160904.

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

Sincerely,

Nicole M. Fleck

Nicole M. Fleck
Labor Relations Officer

cc: Cynthia Ratliff
       Faranda Wragg
       Michelle Stein
       Renee Keinert