

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 – DADS
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 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM COORDINATOR (9) (24)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (17) (18)
DPW INVENTORY AND PURCHASING MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (24)
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (24)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (15) (30)
FIRE DISPATCH ASSISTANT MANAGER (6) (21)
FIRE EQUIPMENT REPAIRS MANAGER
FIRE FLEET AND EQUIPMENT MANAGER (10) (25)
FLEET OPERATIONS AND TRAINING MANAGER (4) (19)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (18)
HOUSING REHABILITATION MANAGER (13) (28)
IN REM PROPERTY DISPOSITION MANAGER
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (7) (22)
LIBRARY FACILITIES MANAGER
MANAGEMENT LIBRARIAN (7) (22)
MEN'S HEALTH MANAGER (9) (24)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (18)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (11) (26)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (14) (29)

PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (16)
PUBLIC HEALTH NURSE SUPERVISOR (8) (23)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (20)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (12) (27)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (24)

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	2,446.88
Annual	63,618.88

(11) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(12) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(13) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

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

(15) 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

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

(17) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(18) 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.

(19) 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.

(20) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(21) 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

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

Biweekly	2,686.52
Annual	69,849.52

(23) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(24) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(25) Recruitment is at:

Biweekly	2,520.29
Annual	65,527.54

(26) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(27) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(28) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

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

(30) 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
COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM MANAGER
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (10) (12)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (10)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
FLEET REPAIR SUPERVISOR - SENIOR (7) (15)
HOME ENVIRONMENTAL HEALTH MANAGER
HUMAN RESOURCES OFFICER (2) (10)
LIBRARIAN V (1) (9)
LICENSE DIVISION ASSISTANT MANAGER
PARKING FINANCIAL MANAGER (4) (12)
PROPERTY CONTROL MANAGER (3) (11)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR (2) (10)
STREET REPAIR DISTRICT MANAGER (4) (12)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
WATER BILLING AND COLLECTIONS MANAGER

WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (13)
WATER PLANT OPERATIONS SUPERVISOR (6) (14)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (16)
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

Resident Wage Incentive:

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

- (9) 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.

(10) 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.

(11) Recruitment is at:

Biweekly	3,143.55
Annual	81,732.30

(12) 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.

(13) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(14) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(15) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(16) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (14)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT COURT ADMINISTRATOR
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (13)
BUILDING CODES ENFORCEMENT MANAGER (2) (13)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (13)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (13)
ELECTRICAL SERVICES MANAGER (1) (4) (12) (15)
FIRE DISPATCH MANAGER (5) (16)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (13)
HEALTH DATA AND EVALUATION DIRECTOR (2) (11) (13) (22)
HOUSING PROGRAMS MANAGER (6) (17)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (20)
IT SUPPORT SERVICES SUPERVISOR (8) (19)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (13)

PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (13)
POLICE FACILITIES MANAGER
RETIREMENT PLAN MANAGER (2) (13)
SAFETY MANAGER (7) (18)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (21)

Wage Rate:

Hourly	31.94	44.72
Biweekly	2,555.18	3,577.30
Annual	66,434.68	93,009.80

- (1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.
- (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	3,314.96
Annual	86,188.96

- (4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,139.96
Annual	81,638.96

- (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	2,685.74
Annual	69,829.24

- (6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

- (7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

- (8) Recruitment may be at any rate in the range with the approval of DER.

- (9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

- (10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

- (11) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

Resident Wage Incentive:

Hourly	32.90	46.06
Biweekly	2,631.84	3,684.62
Annual	68,427.84	95,800.12

(12) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.

(13) 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.

(14) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(15) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,234.16
Annual	84,088.16

(16) 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	2,766.31
Annual	71,924.06

(17) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(18) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

(19) Recruitment may be at any rate in the range with the approval of DER.

(20) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(21) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(22) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,186.74	4,461.75
Annual	82,855.24	116,005.50

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1) (5)
ASSOCIATE DIRECTOR
BRIDGE MAINTENANCE MANAGER
BUDGET AND MANAGEMENT REPORTING MANAGER

BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (5)
BUSINESS SYSTEMS MANAGER (2) (6)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4) (8)
FACILITIES MANAGER
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (5)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
PORT MARKETING MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (7)

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

Resident Wage Incentive:

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

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

(6) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(7) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

(8) 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

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (10)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (10)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (13)
EMERGENCY COMMUNICATIONS MANAGER (4) (12)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (9)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (14)
ERS CHIEF FINANCIAL OFFICER (2) (10)
ERS SYSTEMS MANAGER (6) (14)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (10)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (10)
FUNCTIONAL APPLICATIONS MANAGER (3) (11)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (10)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (10)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER

MATERNAL AND CHILD HEALTH DIRECTOR (2) (10)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (10)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (15)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (10)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (10)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (13)
TRANSPORTATION ENGINEERING PLANNER (5) (13)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (10)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (10)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATION MANAGER (5)
WORKER’S COMPENSATION AND SAFETY MANAGER

Wage Rate:

Hourly	36.29	50.80
Biweekly	2,903.01	4,064.20
Annual	75,478.26	105,669.20

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

Biweekly	3,785.51
Annual	98,423.26

- (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 authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

- (4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

- (5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

- (6) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

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

Biweekly	3,334.13
Annual	86,687.38

(8) Recruitment is at:

Biweekly	3,174.01
Annual	82,524.26

Resident Wage Incentive:

Hourly	37.38	52.33
Biweekly	2,990.10	4,186.13
Annual	77,742.60	108,839.38

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

Biweekly	3,899.08
Annual	101,376.08

(10) 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.

(11) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

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

Biweekly	3,307.13
Annual	85,985.38

(13) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

(14) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

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

Biweekly	3,434.15
Annual	89,287.90

(16) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT OPERATIONS DIRECTOR (1) (4)
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)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORY DIRECTOR
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER
WATER PLANTS MANAGER
WATER QUALITY MANAGER (2) (5)

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

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR
ADMINISTRATION AND PROJECT MANAGER
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FINANCIAL OPERATIONS MANAGER
FINANCIAL SERVICES DIRECTOR
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1) (2)
PUBLIC WORKS COORDINATION MANAGER

Wage Rate:

Hourly	41.23	57.72
Biweekly	3,298.35	4,617.84
Annual	85,757.10	120,063.84

- (1) 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.

Resident Wage Incentive:

Hourly	42.47	59.45
Biweekly	3,397.30	4,756.38
Annual	88,329.80	123,665.88

- (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.

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
CHIEF ASSESSOR
CHIEF DEPUTY COMMISSIONER OF HEALTH (1) (2)
CITY CLERK
CITY PURCHASING DIRECTOR
DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR – PUBLIC SERVICES
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

Wage Rate:

Hourly	43.94	61.52
Biweekly	3,515.53	4,921.61
Annual	91,403.78	127,961.86

- (1) 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.

Resident Wage Incentive:

Hourly	45.26	63.37
Biweekly	3,621.00	5,069.26
Annual	94,146.00	131,800.76

- (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.

Pay Range 10X

Official Rate Biweekly

ADMINISTRATION DIRECTOR
CITY ENGINEER
COMMISSIONER OF ASSESSMENTS
COMMISSIONER – BUILDING INSPECTION
COMMISSIONER – CITY DEVELOPMENT
DEPUTY CITY ATTORNEY
DEPUTY COMMISSIONER OF MEDICAL SERVICE (1) (2)
EMPLOYEE RELATIONS DIRECTOR
OPERATIONS DIVISION DIRECTOR
WATER WORKS SUPERINTENDENT (1) (2)

Wage Rate:

Hourly	53.22	74.50
Biweekly	4,257.26	5,960.03
Annual	110,688.76	154,960.78

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

Resident Wage Incentive:

Hourly	54.81	76.74
Biweekly	4,384.98	6,138.83
Annual	114,009.48	159,609.58

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

SECTION 2: PROFESSIONALS

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
ASSOCIATE TRANSPORTATION PLANNER (2) (5)
AUDITOR – SENIOR
BENEFITS SERVICES ANALYST
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HEALTH PROJECT COORDINATOR – PLAIN TALK
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

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

- (1) Incumbents are limited to the minimum of the pay range.
- (2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

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

Resident Wage Incentive:

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

(4) Incumbents are limited to the minimum of the pay range.

(5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

(6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2FX

Official Rate Biweekly

BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
CLAIMS ADJUSTER SPECIALIST
CERTIFICATION AND COMMUNICATION COORDINATOR
CLAIMS ADJUSTER SPECIALIST
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EMERGENCY PREPAREDNESS COORDINATOR – WORKFORCE DEVELOPMENT
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION RISK AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (5) (10)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (9)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (6) (7) (8)
SANITATION PROJECT ANALYST (1) (6)
TRADE DEVELOPMENT REPRESENTATIVE
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.40	32.51
Biweekly	1,871.92	2,600.60
Annual	48,669.92	67,615.60

(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) Recruitment is at:

Biweekly	1,979.57
Annual	51,468.82

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	1,928.08	2,678.62
Annual	50,130.08	69,644.12

(6) 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.

(7) Recruitment is at:

Biweekly	2,038.96
Annual	53,012.96

- (8) Additional 5% when assigned lead or supervisory assignments.
- (9) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (10) Recruitment may be at any rate in the range with the approval of DER.

Pay Range 2JX

Official Rate Biweekly

BUSINESS SYSTEMS ADMINISTRATOR
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (7)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (9)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER

INFORMATION SYSTEMS AUDITOR
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (7)
MAYOR'S LIAISON OFFICER
PORT FINANCE OFFICER
PRINCIPAL PLANNER (3) (8)
RESOURCE RECOVERY PROGRAM MANAGER (1) (6)
RISK MANAGEMENT AND SAFETY OFFICER (2) (7)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

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

- (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) Recruitment 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	2,705.16
Annual	70,334.16

- (4) Dan Casanova is authorized at the following rate:

Biweekly	3,379.34
Annual	87,862.84

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

Resident Wage Incentive:

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

- (6) 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.
- (7) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (8) Recruitment is at:

Biweekly	2,786.31
Annual	72,444.06

(9) Dan Casanova is authorized at the following rate:

Biweekly	3,480.72
Annual	90,498.72

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

SECTION 5: PARAPROFESSIONALS

Pay Range 5FN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III (2) (4)
BENEFITS SERVICES SPECIALIST I
CLAIMS REPRESENTATIVE
CLINIC OFFICE COORDINATOR (2) (4)
CUSTOMER SERVICES REPRESENTATIVE – LEAD (2) (4)
HEALTH PROJECT ASSISTANT (2) (4)
INTERNET ANALYST – SENIOR
LEAD PROJECT ASSISTANT (2) (4)
PROGRAM ASSISTANT II (1) (2) (3) (4)

Wage Rate:

Hourly	19.48	23.20
Biweekly	1,558.30	1,855.70
Annual	40,515.80	48,248.20

(1) Terri Grote is authorized at the following rate:

Biweekly	2,522.97
Annual	65,597.22

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

Resident Wage Incentive:

Hourly	20.06	23.89
Biweekly	1,605.05	1,911.37
Annual	41,731.30	49,695.62

(3) Terri Grote is authorized at the following rate:

Biweekly	2,598.66
Annual	67,565.16

(4) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

Pay Range 5HN

Official Rate Biweekly

BENEFITS SERVICES SPECIALIST II
CERTIFICATION SERVICES SPECIALIST
ELECTION SERVICES COORDINATOR
LICENSE SPECIALIST III
WATER BILLING SPECIALIST

Wage Rate:

Hourly	21.64	24.72
Biweekly	1,731.26	1,977.23
Annual	45,012.76	51,407.98

Resident Wage Incentive:

Hourly	22.29	25.46
Biweekly	1,783.20	2,036.55
Annual	46,363.20	52,950.30

Pay Range 5IN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (1) (10)
EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)
FIRE DISPATCHER (2) (7) (8) (11) (16) (17)
HUMAN RESOURCES ASSISTANT (1) (10)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1) (10)
REVENUE COLLECTION SPECIALIST (1) (10)
WATER PLANT MAINTENANCE ASSISTANT (9) (18)

Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42

(1) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

(2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.

- (3) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,666.38	1,782.59	1,857.90	1,936.40	2,018.21	2,103.48	2,192.36
Annual	43,325.88	46,347.34	48,305.40	50,346.40	52,473.46	54,690.48	57,001.36

- (4) **Career Ladder Assignments.** An employee assigned to training duties by the Chief of Police to be paid at the appropriate increment upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

An employee assigned to intermittent training duties to be paid an additional 5%.

- (5) **Career Ladder Assignment.** An employee assigned to lead duties by the Chief of Police to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,345.83	2,469.93	2,600.60
Annual	60,991.58	64,218.18	67,615.60

- (6) **Career Ladder Position.** The employee listed at the end of this footnote will advance to the appropriate increment in the range listed below upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,557.72	1,627.82	1,692.93	1,760.65	1,831.07
Annual	40,500.72	42,323.32	44,016.18	45,776.90	47,607.82

If a listed employee is assigned to training duties by the Chief of Police, that employee is to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,886.01	1,942.59
Annual	49,036.26	50,507.34

A listed employee assigned to intermittent training duties to be paid an additional 5%.

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Sherrel Cannon, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowi, Jessica Klos, Diana Lebron, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Bonnie Muzia, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (7) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,666.38	1,782.59	1,877.25	1,976.93	2,081.90	2,192.36
Annual	43,325.88	46,347.34	48,808.50	51,400.18	54,129.40	57,001.36

- (8) **Career Ladder Assignments.** An employee assigned to lead duties by the Fire Chief to be paid at the appropriate increment of upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,258.13	2,325.88
Annual	58,711.38	60,472.88

A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,345.83
Annual	60,991.58

- (9) **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 Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90

Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50

- (10) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (11) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,716.37	1,836.07	1,913.64	1,994.49	2,078.76	2,166.58	2,258.13
Annual	44,625.62	47,737.82	49,754.64	51,856.74	54,047.76	56,331.08	58,711.38

- (13) **Career Ladder Assignments.** An employee assigned to training duties by the Chief of Police to be paid at the appropriate increment upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

An employee assigned to intermittent training duties to be paid an additional 5%.

- (14) **Career Ladder Assignment.** An employee assigned to lead duties by the Chief of Police to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,416.20	2,544.03	2,678.62
Annual	62,821.20	66,144.78	69,644.12

- (15) **Career Ladder Position.** The employee listed at the end of this footnote will advance to the appropriate increment in the range listed below upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,604.45	1,676.65	1,743.72	1,813.47	1,886.00
Annual	41,715.70	43,592.90	45,336.72	47,150.22	49,036.00

If a listed employee is assigned to training duties by the Chief of Police, that employee is to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,942.59	2,000.87
Annual	50,507.34	52,022.62

A listed employee assigned to intermittent training duties to be paid an additional 5%.

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Sherrel Cannon, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowki, Jessica Klos, Diana Lebron, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Bonnie Muzia, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (16) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,716.37	1,836.07	1,933.57	2,036.24	2,144.36	2,258.13
Annual	44,625.62	47,737.82	50,272.82	52,942.24	55,753.36	58,711.38

- (17) **Career Ladder Assignments.** An employee assigned to lead duties by the Fire Chief to be paid at the appropriate increment of upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,325.87	2,395.66
Annual	60,472.62	62,287.16

A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,416.20
Annual	62,821.20

- (18) **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 Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

SECTION 7: SKILLED CRAFT

Pay Range 7CN

Official Rate Biweekly

BUILDING MAINTENANCE MECHANIC II (1) (2) (3) (4) (7) (8) (9) (10)
EQUIPMENT MECHANIC II
EQUIPMENT MECHANIC III (3) (4) (9) (10)
HEATING AND VENTILATING MECHANIC I (2) (3) (8) (9)
URBAN FORESTRY ARBORIST APPRENTICE (5) (6) (11) (12)

Wage Rate:

Hourly	19.31	21.82
Biweekly	1,544.61	1,745.79
Annual	40,159.86	45,390.54

- (1) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (2) 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.
- (3) Recruitment is at:

Biweekly	1,563.04
Annual	40,639.04

- (4) **Career Ladder Position:** Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,771.35
Annual	46,055.10

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 the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,806.77
Annual	46,976.02

- (5) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees 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 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,284.67	1,622.61	1,756.37	1,845.60
Annual	33,401.42	42,187.86	45,665.62	47,985.60

- (6) An employee appointed as an Urban Forestry Arborist Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

Resident Wage Incentive:

Hourly	19.89	22.48
Biweekly	1,590.95	1,798.16
Annual	41,364.70	46,752.16

- (7) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (8) 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.
- (9) Recruitment is at:

Biweekly	1,609.93
Annual	41,858.18

- (10) **Career Ladder Position:** Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,824.49
Annual	47,436.74

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 the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,860.97
Annual	48,385.22

- (11) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees 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 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,323.21	1,671.29	1,809.06	1,900.97
Annual	34,403.46	43,453.54	47,035.56	49,425.22

- (12) An employee appointed as an Urban Forestry Arborist Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

Pay Range 7DN

Official Rate Biweekly

FIRE EQUIPMENT REPAIRER I (1) (3) (6) (7) (9) (12)
HEATING AND VENTILATING MECHANIC II (2) (4) (8) (10)
WATER METER TECHNICIAN (5) (11)

Wage Rate:

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

- (1) After completing one year of service at the following rate:

Biweekly	1,700.17
Annual	44,204.42

An employee may be eligible to attain the following rate if they have met the established requirements. Such requirements shall be established by Fire Department:

Biweekly	1,767.21
Annual	45,947.46

- (2) Recruitment for an employee who has an associate’s degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance shall be at the following rate:

Biweekly	1,584.05
Annual	41,185.30

Any current Heating and Ventilating Mechanics II paid at a lower rate that possesses one of the above listed associate degrees shall advance to the above listed rate.

- (3) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipment Machinist for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payment shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.

- (4) Recruitment is at:

Biweekly	1,603.83
Annual	41,699.58

- (5) Recruitment is at:

Biweekly	1,508.47
Annual	39,220.22

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

Biweekly	1,478.22
Annual	38,433.72

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

Biweekly	1,522.56
Annual	39,586.56

Resident Wage Incentive:

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

- (7) After completing one year of service at the following rate:

Biweekly	1,751.18
Annual	45,530.68

An employee may be eligible to attain the following rate if they have met the established requirements. Such requirements shall be established by Fire Department:

Biweekly	1,820.23
Annual	47,325.98

- (8) Recruitment for an employee who has an associate’s degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance shall be at the following rate:

Biweekly	1,631.57
Annual	42,420.82

Any current Heating and Ventilating Mechanics II paid at a lower rate that possesses one of the above listed associate degrees shall advance to the above listed rate.

- (9) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipment Machinist for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payment shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.

- (10) Recruitment is at:

Biweekly	1,651.94
Annual	42,950.44

- (11) Recruitment is at:

Biweekly	1,553.72
Annual	40,396.72

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

Biweekly	1,522.57
Annual	39,586.82

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

Biweekly	1,568.24
Annual	40,774.24

SECTION 11: ELECTED OFFICIALS

Pay Range EOE

Official Rate Biweekly

2012-2016 Term
MAYOR (1)
CITY ATTORNEY (2)
CITY TREASURER (3)
COMPTROLLER (4)
MUNICIPAL JUDGE (5) (6)
ALDERMAN (7) (8)

Wage Rate:

Hourly	35.20	70.83
Biweekly	2,816.24	5,666.76
Annual	73,222.24	147,335.76

- (1) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be as follows (Per File #110108):

Biweekly	5,666.76
Annual	147,335.76

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

- (2) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall be as follows (Per File #110993):

Biweekly	5,666.75
Annual	147,335.50

- (3) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be as follows (Per File #110993):

Biweekly	4,386.14
Annual	114,039.64

- (4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be as follows (Per File #110993):

Biweekly	4,831.04
Annual	125,607.04

- (5) The salary for Municipal Judges shall be as follows:

Biweekly	5,117.27
Annual	133,049.02

Controlling Wis. Stat. 755.05.

- (6) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.

PART II – ADMINISTRATION

SECTION 4: PAY PROGRESSION, SALARY ADJUSTMENTS, AND SALARY ANNIVERSARY DATES

Pay Progression: Pay progression (movement through a pay range) and salary adjustments shall be as authorized in this Ordinance. In 2019 pay progression provisions contained in a collective bargaining agreement are in full force and effect. However there shall be no pay progression for other employees as summarized below:

- Employees holding positions in Career Ladders approved effective Pay Period 2, 2012 or later;
- Group A employees (Employees holding positions under Part I, Sections 3, 5, 6, 7,8);
- Group B employees (Employees holding positions under Part I, Sections 1, 2, sworn management in Section 4)
- Employees holding positions in the City Attorney’s Office covered under the provisions of a performance based merit plan.

A. Salary Adjustments: In lieu of pay progression, eligible employees as defined by Administrative Guidelines prepared by the Department of Employee Relations, shall receive a 3% salary adjustment effective Pay Period 13, 2019. This salary adjustment is to be applied to rates of pay in effect at the end of Pay Period 12, 2019. To be eligible for this incentive adjustment, employees must:

- be a resident of the City or establish residency within the City of Milwaukee, and
- maintain residency within the City of Milwaukee.

Any employee who is otherwise eligible for the aforementioned incentive adjustment, who is paid at a rate above the maximum of the pay range as a result of a pension offset authorized by Common Council File #110740 or as authorized by a footnoted provision within the applicable pay range, shall be eligible for the incentive adjustment.

Any employee who is otherwise eligible for the aforementioned incentive adjustment, who as a result of the implementation of a labor market study in 2019, received a salary adjustment of 3% or greater shall not be eligible to receive the incentive adjustment.

The following positions in Part I are not eligible for the incentive adjustment:

Sworn Represented, SECTION 4 - Protective Services

Election Inspectors and Chief Inspectors, SECTION 9 Hourly, Part-Time, and Intermittent

All positions, SECTION 10 - Boards and Commissions.

All positions, SECTION 11 - Elected Officials.

The wage differentials that were implemented as a result of legislative action in 2013 and 2014 for non-resident employees will be eliminated. In their place, new non-resident wage rates shall be implemented effective Pay Period 13, 2019 (June 16, 2019).