

CC # 211368– Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1DX

Official Rate Biweekly

| |
|---|
| CITY CHANNEL MANAGER (1) (7) (8) (14) |
| CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3)(4)(10)(11) |
| COURT BUSINESS MANAGER |
| CUSTOMER SERVICES MANAGER |
| DNS PERSONNEL OFFICER |
| DOCUMENT SERVICES MANAGER |
| ELECTRONIC TECHNICIAN SUPERVISOR (1) (8) |
| FAMILY AND COMMUNITY WELLNESS MANAGER |
| FIRE PERSONNEL OFFICER |
| FLEET REPAIR SUPERVISOR (2) (6) (9) (13) |
| HEALTH PROJECT SUPERVISOR – EMPOWERING FAMILIES OF MILWAUKEE (1) (4) (8) (11) |
| HEALTH PROJECT SUPERVISOR - DADS (1) (4) (8) (11) |
| HEALTHCARE ACCESS PROGRAM MANAGER |
| HOUSING POLICY AND COMPLIANCE MANAGER |
| HUMAN RESOURCES SPECIALIST |
| LIBRARY SECURITY MANAGER (1) (7) (8) (14) |
| PARKING SERVICES SUPERVISOR (2) (9) |
| PERSONNEL OFFICER |
| PLANT AND EQUIPMENT REPAIR SUPERVISOR |
| POLICE FLEET MANAGER |
| POLICE RECORDS MANAGER (3) (10) |
| PROPERTY MANAGEMENT PROGRAM COORDINATOR |
| REVENUE COLLECTION MANAGER |
| SAFETY SUPERVISOR (2) (5) (9) (12) |
| SANITATION DISTRICT MANAGER (2) (9) |
| VITAL STATISTICS AND FIMR MANAGER |
| WATER COLLECTIONS SUPERVISOR |
| WATER SYSTEMS AND PROJECT MANAGER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.90 | 37.66 |
| Biweekly | 2,152.38 | 3,013.16 |
| Annual | 55,961.88 | 78,342.16 |

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (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) Appointment 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 | 2,432.31 |
| Annual | 63,240.06 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,293.52 |
| Annual | 59,631.52 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,593.88 |
| Annual | 67,440.88 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,324.54 |
| Annual | 60,438.04 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.71 | 38.79 |
| Biweekly | 2,216.96 | 3,103.55 |
| Annual | 57,640.96 | 80,692.30 |

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

(9) 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.

(10) Appointment 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 | 2,505.28 |
| Annual | 65,137.28 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,362.33 |
| Annual | 61,420.58 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,671.70 |
| Annual | 69,464.20 |

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,394.28 |
| Annual | 62,251.28 |

Pay Range 1EX

Official Rate Biweekly

| |
|---|
| BENEFITS AND WELLNESS SUPERVISOR (2) (17) |
| BUSINESS OPERATIONS MANAGER |
| COMMERCIAL CORRIDOR MANAGER |

| |
|--|
| COMMERCIAL PROPERTY DISPOSITION MANAGER |
| DISEASE INTERVENTION SPECIALIST SUPERVISOR (13) (15) (28) (30) |
| DISTRICT CODE ENFORCEMENT SUPERVISOR (1) (2) (16) (17) |
| DOULA PROGRAM MANAGER (13) (15) (28) (30) |
| DPW INVENTORY AND PURCHASING MANAGER |
| ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR |
| ENVIRONMENTAL HEALTH SERVICES MANAGER (8) (23) |
| ERS BUSINESS OPERATIONS ANALYST |
| FACILITIES MAINTENANCE SUPERVISOR (3) (12) (18) (27) |
| FIRE DISPATCH ASSISTANT MANAGER (2) (5) (17) (20) |
| FIRE EQUIPMENT REPAIRS MANAGER (12) (27) |
| FIRE FLEET AND EQUIPMENT MANAGER (12) (27) |
| FLEET ACQUISITION MANAGER (3) (18) |
| FLEET OPERATIONS AND TRAINING MANAGER (3) (13) (18) (28) |
| HOUSING REHABILITATION MANAGER (11) (26) |
| LEGISLATIVE RESEARCH SUPERVISOR |
| LIBRARY CIRCULATION MANAGER (13) (14) (28) (29) |
| LIBRARY SERVICES ASSISTANT MANAGER (6) (13) (21) (28) |
| MEN'S HEALTH MANAGER (8) (23) |
| MPD SAFETY DIVISION MANAGER |
| NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (2) (17) |
| PAY SERVICES SUPERVISOR (2) (17) |
| PENSION ACCOUNTING MANAGER |
| POLICE FACILITIES ASSISTANT MANAGER |
| PORT FACILITIES SUPERVISOR (9) (24) |
| PROCUREMENT AND COMPLIANCE MANAGER |
| PROCUREMENT MANAGER (13) (28) |
| PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13) (28) |
| PUBLIC HEALTH NURSE SUPERVISOR (7) (13) (22) (28) |
| STRONG BABIES PROGRAM MANAGER (13) (15) (28) (30) |
| TAX COLLECTION AND ENFORCEMENT COORDINATOR |
| TELECOMMUNICATIONS SUPERVISOR (4) (19) |
| TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (10) (25) |
| WATER CUSTOMER SERVICE MANAGER |
| WATER DISTRIBUTION CONSTRUCTION MANAGER |
| WATER METER SERVICES MANAGER |
| WELL WOMEN'S PROGRAM MANAGER (8) (23) |
| WIC PROGRAM MANAGER (13) (15) (28) (30) |
| WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (2) (17) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.67 | 40.14 |
| Biweekly | 2,293.52 | 3,210.82 |
| Annual | 59,631.52 | 83,481.32 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,503.31 |
| Annual | 65,086.06 |

- (2) Appointment 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) 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.

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,784.09 |
| Annual | 72,386.34 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,560.23 |
| Annual | 66,565.98 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,748.27 |
| Annual | 71,455.02 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,668.51 |
| Annual | 69,381.26 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,503.20 |
| Annual | 65,083.20 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,744.37 |
| Annual | 71,353.62 |

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,427.46 |
| Annual | 63,113.96 |

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,699.18 |
| Annual | 70,178.68 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,664.43 |
| Annual | 69,275.18 |

(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,476.99 |
| Annual | 64,401.74 |

(15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,735.92 |
| Annual | 71,133.92 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.53 | 41.34 |
| Biweekly | 2,362.33 | 3,307.15 |
| Annual | 61,420.58 | 85,985.90 |

(16) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,578.42 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 67,038.92 |
|--------|-----------|

(17) Appointment 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 | 2,867.62 |
| Annual | 74,558.12 |

(20) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,637.04 |
| Annual | 68,563.04 |

(21) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,830.71 |
| Annual | 73,598.46 |

(22) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,748.57 |
| Annual | 71,462.82 |

(23) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,578.29 |
| Annual | 67,035.54 |

(24) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,826.71 |
| Annual | 73,494.46 |

(25) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,500.29 |
| Annual | 65,007.54 |

(26) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,780.15 |
| Annual | 72,283.90 |

(27) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,744.37 |
| Annual | 71,353.62 |

(28) Appointment may be at any rate in the pay range with the approval of DER.

(29) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,551.30 |
| Annual | 66,333.80 |

(30) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,817.99 |
| Annual | 73,267.74 |

Pay Range 1FX

Official Rate Biweekly

| |
|---|
| BUSINESS FINANCE MANAGER |
| BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES |
| COMMUNICATIONS SYSTEMS MANAGER (2) (4) (13) (15) |

| |
|--|
| COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (13) |
| COUNCIL ADMINISTRATION MANAGER |
| COUNCIL RECORDS MANAGER |
| CRIME AND INTELLIGENCE MANAGER |
| EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (10) (20) (21) |
| FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (15) (18) |
| FORESTRY SHOP AND MAINTENANCE MANAGER (4) (10) (11) (15) (21) (22) |
| HOME ENVIRONMENTAL HEALTH MANAGER (2) (13) |
| HUMAN RESOURCES OFFICER (2) (13) |
| IN REM PROPERTY DISPOSITION MANAGER |
| LIBRARY BUSINESS MANAGER (1) (10) (12) (21) |
| LICENSE DIVISION ASSISTANT MANAGER |
| OPERATIONS SERVICES MANAGER (4) (15) |
| PROPERTY CONTROL MANAGER (3) (14) |
| PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (10) (11) (15) (21) (22) |
| PUBLIC INFORMATION MANAGER |
| SEWER SERVICES DISTRICT MANAGER |
| SPECIAL ENFORCEMENT SUPERVISOR (2) (13) |
| STREET REPAIR DISTRICT MANAGER (4) (15) |
| TOW LOT MANAGER |
| UCC OPERATIONS MANAGER |
| URBAN FORESTRY MANAGER (4) (10) (11) (15) (21) (22) |
| WATER BILLING AND COLLECTIONS MANAGER |
| WATER DISTRIBUTION SCHEDULING MANAGER |
| WATER INFORMATION TECHNOLOGY SUPERVISOR |
| WATER PLANT AUTOMATION SUPERVISOR (5) (16) |
| WATER PLANT OPERATIONS SUPERVISOR (6) (17) |
| WATER PLANTS MAINTENANCE SUPERVISOR (8) (19) |
| WATER QUALITY OPERATIONS MANAGER (10) (21) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 30.57 | 42.80 |
| Biweekly | 2,445.58 | 3,423.68 |
| Annual | 63,585.08 | 89,015.68 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,690.10 |
| Annual | 69,942.60 |

(2) Appointment 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 | 3,113.03 |
| Annual | 80,938.78 |

(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 | 2,601.94 |
| Annual | 67,650.44 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,827.08 |
| Annual | 73,504.08 |

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,749.51 |
| Annual | 71,487.26 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,743.11 |
| Annual | 71,320.86 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,872.72 |
| Annual | 74,690.72 |

(10) Appointment may be at any rate in the pay range with the approval of DER.

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,935.23 |
| Annual | 76,315.98 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.49 | 44.08 |
| Biweekly | 2,518.95 | 3,526.40 |
| Annual | 65,492.70 | 91,686.40 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,770.80 |
| Annual | 72,040.80 |

(13) Appointment 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 | 3,206.42 |
| Annual | 83,366.92 |

(15) 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.

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,680.00 |
| Annual | 69,680.00 |

(17) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,911.90 |
| Annual | 75,709.40 |

(18) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,832.00 |
| Annual | 73,632.00 |

(19) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,825.40 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 73,460.40 |
|--------|-----------|

(20) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,958.90 |
| Annual | 76,931.40 |

(21) Appointment may be at any rate in the pay range with the approval of DER.

(22) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,023.29 |
| Annual | 78,605.46 |

Pay Range 1GX

Official Rate Biweekly

| |
|---|
| ACCOUNTING MANAGER – CITY DEVELOPMENT |
| ASSESSMENT DIVISION MANAGER (3) (18) |
| ASSISTANT ACCOUNTING MANAGER |
| ASSISTANT CITY PAYROLL MANAGER (8) (23) |
| ASSISTANT GRANTS FISCAL MANAGER |
| BUILDING CODES COURT ADMINISTRATOR (2) (17) |
| BUILDING CODES ENFORCEMENT MANAGER (2) (17) |
| BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (17) |
| DATA SERVICES MANAGER |
| ELECTRICAL INSPECTION SUPERVISOR (2) (17) |
| ELECTRICAL SERVICES MANAGER (1) (4) (8) (16) (19) (23) |
| FIRE DISPATCH MANAGER (2) (5) (17) (20) |
| FIRE PROTECTION ENGINEER SUPERVISOR (2) (17) |
| GREENHOUSE AND NURSERY MANAGER (8) (15) (23) (30) |
| HEALTH DATA AND EVALUATION DIRECTOR (8) (9) (23) (24) |
| HEALTH STRATEGY DIRECTOR (8) (23) |
| HOUSING PROGRAMS MANAGER (6) (21) |
| INFECTIOUS DISEASE PROGRAM MANAGER (9) (24) |
| IT SUPPORT SERVICES SUPERVISOR (8) (23) |
| LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (8) (19) (23) |
| LIBRARY SERVICES MANAGER (8) (11) (23) (26) |
| LONG RANGE PLANNING MANAGER (2) (13) (14) (17) (28) (29) |
| NETWORK MANAGER |
| OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (17) |
| PARKING ENFORCEMENT MANAGER |
| PLUMBING INSPECTION SUPERVISOR (2) (17) |
| RETIREMENT PLAN MANAGER (2) (17) |
| SAFETY MANAGER (7) (22) |
| SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8) (12) (23) (27) |
| WATER ACCOUNTING MANAGER (2) (17) |
| WATER BUSINESS OPERATIONS MANAGER |
| WATER DISTRIBUTION OPERATIONS MANAGER |
| WATER PLANT MAINTENANCE MANAGER (10) (25) |

Wage Rate:

| | | |
|--------|-------|-------|
| Hourly | 32.58 | 45.61 |
|--------|-------|-------|

| | | |
|-----------------|-----------------|-----------------|
| Biweekly | 2,606.28 | 3,648.85 |
| Annual | 67,763.28 | 94,870.10 |

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (2) Appointment 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 | 3,381.26 |
| Annual | 87,912.76 |

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,449.69 |
| Annual | 89,691.94 |

- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,739.45 |
| Annual | 71,225.70 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,916.06 |
| Annual | 75,817.56 |

- (7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,778.60 |
| Annual | 72,243.60 |

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

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,935.37 |
| Annual | 76,319.62 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,827.08 |
| Annual | 73,504.08 |

- (11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,940.66 |
| Annual | 76,457.16 |

- (12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,016.33 |
| Annual | 78,424.58 |

- (13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,077.85 |
| Annual | 80,024.10 |

- (14) An employee possessing an AICP certification to be paid an additional 3%.

- (15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,111.31 |
| Annual | 80,894.06 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 33.56 | 46.98 |
| Biweekly | 2,684.48 | 3,758.31 |
| Annual | 69,796.48 | 97,716.06 |

(16) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(17) Appointment 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) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,482.70 |
| Annual | 90,550.20 |

(19) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,553.18 |
| Annual | 92,382.68 |

(20) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,821.64 |
| Annual | 73,362.64 |

(21) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,003.54 |
| Annual | 78,092.04 |

(22) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,861.96 |
| Annual | 74,410.96 |

(23) Appointment may be at any rate in the pay range with the approval of DER.

(24) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,023.42 |
| Annual | 78,608.92 |

(25) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,911.90 |
| Annual | 75,709.40 |

(26) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,028.88 |
| Annual | 78,750.88 |

(27) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,106.83 |
| Annual | 80,777.58 |

(28) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,170.19 |
| Annual | 82,424.94 |

(29) An employee possessing an AICP certification to be paid an additional 3%.

(30) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,204.65 |
| Annual | 83,320.88 |

Pay Range 1HX

Official Rate Biweekly

| |
|---|
| ADMINISTRATIVE SERVICES MANAGER |
| ASSOCIATE DIRECTOR |
| BUDGET AND MANAGEMENT REPORTING MANAGER |
| BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (9) |

| |
|---|
| BUSINESS SYSTEMS MANAGER (2) (10) |
| DATABASE ADMINISTRATOR |
| ELECTION COMMISSION - DEPUTY DIRECTOR |
| ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (8) (12) (14) (16) |
| FACILITIES MANAGER (1) (9) |
| FIRE AND POLICE COMMISSION CHIEF OF STAFF |
| FIRE INFORMATION SYSTEMS MANAGER (1) (9) |
| FLEET OPERATIONS MANAGER |
| FLEET REPAIRS MANAGER |
| GIS DEVELOPER – PROJECT LEADER |
| HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (9) |
| HUMAN RESOURCES ADMINISTRATOR |
| IT PROJECT MANAGER |
| LEGISLATIVE REFERENCE BUREAU MANAGER (5) (13) |
| LIBRARY FACILITIES MANAGER (4) (6) (8) (12) (14) (16) |
| LIBRARY PUBLIC SERVICES AREA MANAGER (1) (7) (9) (15) |
| LICENSE DIVISION MANAGER |
| POLICE BUDGET AND ADMINISTRATION MANAGER (1) (9) |
| REAL ESTATE DEVELOPMENT SERVICES MANAGER |
| SANITATION AREA MANAGER |
| TAX BILLING AND COLLECTION MANAGER |
| URBAN FORESTRY DISTRICT MANAGER (3) (8) (11) (16) |
| WATER PLANT AUTOMATION MANAGER (3) (11) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.73 | 48.62 |
| Biweekly | 2,778.60 | 3,889.90 |
| Annual | 72,243.60 | 101,137.40 |

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

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,381.26 |
| Annual | 87,912.76 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,275.03 |
| Annual | 85,150.78 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,546.42 |
| Annual | 92,206.92 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,295.39 |
| Annual | 85,680.14 |

(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,234.74 |
| Annual | 84,103.24 |

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

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.77 | 50.08 |
| Biweekly | 2,861.96 | 4,006.60 |
| Annual | 74,401.96 | 104,171.60 |

(9) Appointment 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 | 3,482.70 |
| Annual | 90,550.20 |

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,373.27 |
| Annual | 87,705.02 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,652.81 |
| Annual | 94,973.06 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,394.24 |
| Annual | 88,250.24 |

(14) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,331.78 |
| Annual | 86,626.28 |

(16) Appointment may be at any rate in the pay range with the approval of DER.

Pay Range 1JX

Official Rate Biweekly

| |
|--|
| ASSESSMENT APPEALS DIRECTOR (1) (7) |
| ASSESSMENT OPERATIONS DIRECTOR (1) (2) (7) (8) |
| ASSOCIATE LIBRARY DIRECTOR (2) (6) (8) (12) |
| CHIEF OF STAFF HEALTH |
| CHIEF OF STAFF POLICE |
| CIVIL ENGINEER V (2) (4) (8) (10) |
| DEPUTY CITY CLERK |
| DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (8) |
| DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (8) |
| DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (8) |
| DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT |
| DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR |
| ELECTRICAL SERVICES OPERATIONS MANAGER (3) (4) (5) (9) (10) (11) |
| ERS – DISABILITY DEPUTY DIRECTOR (2) (8) |
| FLEET SERVICES MANAGER |
| FORESTRY SERVICES MANAGER (2) (4) (8) (10) |
| PARKING SERVICES MANAGER |

| |
|---|
| POLICE PLANNING AND POLICY DIRECTOR |
| PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (8) |
| SANITATION SERVICES MANAGER |
| STREET SERVICES MANAGER (2) (4) (8) (10) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 39.45 | 55.23 |
| Biweekly | 3,155.80 | 4,418.44 |
| Annual | 82,050.80 | 114,879.44 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,758.31 |
| Annual | 97,716.06 |

- (2) Appointment 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) Appointment may be at any rate in the pay range with the approval of DER.

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,546.42 |
| Annual | 92,206.92 |

- (5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,558.19 |
| Annual | 92,512.94 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 40.63 | 56.89 |
| Biweekly | 3,250.47 | 4,550.99 |
| Annual | 84,512.22 | 118,325.74 |

- (7) Recruitment is at:

| | |
|----------|------------|
| Biweekly | 3,871.06 |
| Annual | 100,647.56 |

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

- (9) Appointment may be at any rate in the pay range with the approval of DER.

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,652.81 |
| Annual | 94,973.06 |

- (11) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

- (12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,664.93 |
| Annual | 95,288.18 |

Pay Range 1KX

Official Rate Biweekly

| |
|---|
| ACCOUNTS DIRECTOR |
| CHIEF COURT ADMINISTRATOR |
| ELECTION COMMISSION – EXECUTIVE DIRECTOR |
| EMPLOYEE BENEFITS DIRECTOR |
| ENGINEER IN CHARGE (1) (3) (5) (7) |
| FINANCIAL SERVICES DIRECTOR |
| INVESTMENTS AND FINANCIAL SERVICES DIRECTOR |
| LABOR NEGOTIATOR (1) (5) |
| PUBLIC WORKS COORDINATION MANAGER (1) (3) (5) (7) |
| WATER PLANTS MANAGER (2) (3) (4) (6) (7) (8) |
| WATER QUALITY MANAGER (1) (5) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 42.05 | 58.88 |
| Biweekly | 3,364.32 | 4,710.20 |
| Annual | 87,472.32 | 122,465.20 |

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

| | |
|----------|-----------|
| Biweekly | 3,546.42 |
| Annual | 92,206.92 |

- (4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 43.32 | 60.64 |
| Biweekly | 3,465.25 | 4,851.51 |
| Annual | 90,096.50 | 126,139.26 |

- (5) Appointment 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) Appointment may be at any rate in the pay range with the approval of DER.
- (7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,652.81 |
| Annual | 94,973.06 |

- (8) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

SECTION 2: PROFESSIONALS

Pay Range 2EX

Official Rate Biweekly

| |
|---|
| ADMINISTRATIVE SPECIALIST – SENIOR |
| ASSOCIATE PLANNER (3) (4) (5) (8) (9) (10) |
| ASSOCIATE TRANSPORTATION PLANNER (2) (3) (5) (7) (8) (10) |
| 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 |
| HRIS ANALYST (3) (8) |
| LEGISLATIVE FISCAL ANALYST – ASSOCIATE |
| MANAGEMENT ACCOUNTANT – SENIOR |
| MANAGEMENT TRAINEE (1) (6) |
| NETWORK COORDINATOR ASSOCIATE |
| SENSITIVE CRIMES PROJECT COORDINATOR |
| SYSTEMS ANALYST – ASSISTANT (3) (8) |
| TELECOMMUNICATIONS ANALYST – ASSISTANT |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.87 | 31.10 |
| Biweekly | 1,909.36 | 2,488.27 |
| Annual | 49,643.36 | 64,695.02 |

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

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,014.81 |
| Annual | 52,385.06 |

(3) Appointment may be at any rate in the pay range with the approval of DER.

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,216.31 |
| Annual | 57,624.06 |

(5) An employee possessing an AICP certification to be paid an additional 3%.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.58 | 32.04 |
| Biweekly | 1,966.64 | 2,562.92 |
| Annual | 51,132.64 | 66,635.92 |

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

(7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,075.25 |
| Annual | 53,956.50 |

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

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,282.80 |
| Annual | 59,352.80 |

(10) An employee possessing an AICP certification to be paid an additional 3%.

Pay Range 2GN

Official Rate Biweekly

| |
|---|
| ARCHITECTURAL DESIGNER II (4) (12) (15) (21) (29) (32) |
| CIVIL ENGINEER II (4) (5) (15) (21) (22) (32) |
| CRIME ANALYST (1) (11) (18) (28) |
| DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (31) (32) |
| DOULA PROGRAM COORDINATOR (15) (16) (32) (33) |
| ELECTION SERVICES ADMINISTRATOR |
| ELECTRICAL ENGINEER II (4) (5) (15) (21) (22) (32) |
| FIRE PROTECTION ENGINEER II (15) (17) (32) (34) |
| GIS ANALYST (3) (20) |
| HOUSING REHABILITATION SPECIALIST (6) (15) (23) (32) |
| INTELLIGENCE ANALYST (1) (11) (18) (28) |
| IT SUPPORT SPECIALIST – SENIOR (3) (11) (20) (28) |
| LEAD WATER CHEMIST (9) (15) (26) (32) |
| LIBRARIAN III (13) (15) (30) (32) |
| MECHANICAL ENGINEER II (4) (5) (15) (21) (22) (32) |
| NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (23) |
| PROGRAMMER ANALYST (3) (11) (20) (28) |
| PUBLIC HEALTH NURSE COORDINATOR (2) (8) (19) (25) |
| SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (27) (32) |
| SPECIAL ENFORCEMENT INSPECTOR (6) (7) (23) (24) |
| WATER QUALITY ANALYST (3) (20) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.24 | 35.34 |
| Biweekly | 2,019.16 | 2,827.08 |
| Annual | 52,498.16 | 73,504.08 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,128.31 |
| Annual | 55,336.06 |

(2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,206.11 | 2,827.08 |
| Annual | 57,358.86 | 73,504.08 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,227.01 |
| Annual | 57,902.26 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,543.69 |
| Annual | 66,135.94 |

(5) An employee possessing a Professional Engineer License to be paid an additional 3%.

(6) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,438.27 | 2,900.33 |
| Annual | 63,395.02 | 75,408.58 |

(7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(8) 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.

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,156.91 |
| Annual | 56,079.66 |

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,246.74 |
| Annual | 58,415.24 |

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

(11) Appointment 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) An employee possessing a Registered Architect License to be paid an additional 3%.

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,568.48 |
| Annual | 66,780.48 |

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,455.22 |
| Annual | 63,835.72 |

(15) Appointment may be at any rate in the pay range with the approval of DER.

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,175.15 |
| Annual | 56,553.90 |

(17) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,290.02 |
| Annual | 59,540.52 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.00 | 36.40 |
| Biweekly | 2,079.73 | 2,911.89 |
| Annual | 54,072.98 | 75,709.14 |

(18) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,192.16 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 56,996.16 |
|--------|-----------|

(19) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,272.29 | 2,911.89 |
| Annual | 59,079.54 | 75,709.14 |

(20) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,293.82 |
| Annual | 59,639.32 |

(21) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,619.99 |
| Annual | 68,119.74 |

(22) An employee possessing a Professional Engineer License to be paid an additional 3%.

(23) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,511.42 | 2,987.34 |
| Annual | 65,296.92 | 77,670.84 |

(24) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(25) 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.

(26) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,221.62 |
| Annual | 57,762.12 |

(27) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,314.14 |
| Annual | 60,167.64 |

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

(29) An employee possessing a Registered Architect License to be paid an additional 3%.

(30) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,645.53 |
| Annual | 68,783.78 |

(31) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,528.88 |
| Annual | 65,750.88 |

(32) Appointment may be at any rate in the pay range with the approval of DER.

(33) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,240.40 |
| Annual | 58,250.40 |

(34) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,358.72 |
| Annual | 61,326.72 |

Pay Range 2IN

Official Rate Biweekly

| |
|--|
| ARCHITECT III (3) (5) (9) (13) (15) (19) |
| CIVIL ENGINEER III (3) (7) (9) (13) (17) (19) |
| ELECTRICAL ENGINEER III (3) (7) (9) (13) (17) (19) |
| ENGINEERING TECHNICIAN VI (1) (11) |
| FACILITIES PROJECT COORDINATOR (3) (7) (9) (13) (17) (19) |
| LAND SURVEYOR (2) (8) (12) (18) |
| LANDSCAPE ARCHITECT (3) (9) (10) (13) (19) (20) |
| MECHANICAL ENGINEER III (3) (7) (9) (13) (17) (19) |
| SENIOR TRANSPORTATION PLANNER (3) (6) (9) (13) (16) (19) |
| WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (9) (14) (19) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.67 | 40.14 |
| Biweekly | 2,293.52 | 3,210.82 |
| Annual | 59,631.52 | 83,481.32 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,651.87 |
| Annual | 68,948.62 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,601.96 |
| Annual | 67,650.96 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,798.05 |
| Annual | 72,749.30 |

(4) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,476.68 | 3,210.82 |
| Annual | 64,393.68 | 83,481.32 |

(5) An employee possessing a Registered Architect License to be paid an additional 3%.

(6) An employee possessing an AICP certification to be paid an additional 3%.

(7) An employee possessing a Professional Engineer License to be paid an additional 3%.

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

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Incentives for attaining and maintaining specific certifications with DER approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.53 | 41.34 |
| Biweekly | 2,362.33 | 3,307.14 |
| Annual | 61,420.58 | 85,985.64 |

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,731.43 |
| Annual | 71,017.18 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,680.02 |
| Annual | 69,680.52 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,881.99 |
| Annual | 74,931.74 |

(14) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,550.98 | 3,307.14 |
| Annual | 66,325.48 | 85,985.64 |

(15) An employee possessing a Registered Architect License to be paid an additional 3%.

(16) An employee possessing an AICP certification to be paid an additional 3%.

(17) An employee possessing a Professional Engineer License to be paid an additional 3%.

(18) Appointment 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) Appointment may be at any rate in the pay range with the approval of DER.

(20) Incentives for attaining and maintaining specific certifications with DER approval.

Pay Range 2IX

Official Rate Biweekly

| |
|--|
| ADA COORDINATOR |
| ASSISTANT CITY ATTORNEY I (2) (10) |
| BUDGET AND FISCAL POLICY ANALYST I (1) (4) (9) (12) |
| BUSINESS SYSTEMS COORDINATOR |
| COMPTROLLER NETWORK ADMINISTRATOR |
| ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR |
| EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (13) |
| FIRE HEALTH AND SAFETY MANAGER |
| FINANCIAL ANALYST (4) (12) |
| FISCAL PLANNING SPECIALIST |
| GIS DEVELOPER – SENIOR |
| INSPECTOR GENERAL (5) (13) |
| INVESTMENTS AND FINANCIAL SERVICES COORDINATOR |
| IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (12) |
| LIBRARY CONSTRUCTION PROJECT MANAGER (3) (11) |
| NETWORK ADMINISTRATOR |
| POLICE OPEN RECORDS LEGAL ADVISOR |
| PUBLIC HEALTH PLANNER |
| PUBLIC HEALTH STRATEGIST (4) (12) |
| PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (13) |
| SENIOR PLANNER (4) (6) (7) (8) (12) (14) (15) (16) |
| SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (12) (14) (15) |
| STAFF ASSISTANT – SENIOR |
| SYSTEMS ANALYST – SENIOR (4) (12) |
| SYSTEMS SECURITY ADMINISTRATOR |

| |
|---|
| TELECOMMUNICATIONS ANALYST – SENIOR |
| TRADE DEVELOPMENT REPRESENTATIVE (4) (12) |
| WATER SYSTEMS ANALYST – SENIOR |
| YOUTH DEVELOPMENT COORDINATOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.67 | 40.14 |
| Biweekly | 2,293.52 | 3,210.82 |
| Annual | 59,631.52 | 83,481.32 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,522.85 |
| Annual | 65,594.10 |

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,503.31 |
| Annual | 65,086.06 |

(4) Appointment may be at any rate in the pay range with the approval of DER.

(5) Appointment 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:

| | |
|----------|-----------|
| Biweekly | 2,798.05 |
| Annual | 72,749.30 |

(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.53 | 41.34 |
| Biweekly | 2,362.33 | 3,307.14 |
| Annual | 61,420.58 | 85,985.64 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,598.54 |
| Annual | 67,562.04 |

(10) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,578.41 |
| Annual | 67,038.66 |

(12) Appointment may be at any rate in the pay range with the approval of DER.

(13) Appointment 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 | 2,881.99 |
| Annual | 74,931.74 |

(15) An employee possessing an AICP certification to be paid an additional 3%.

(16) An employee who is an APT Recognized Professional shall be paid an additional 3%.

Pay Range 2JX

Official Rate Biweekly

| |
|--|
| BUDGET AND FISCAL POLICY ANALYST II (4) (5) (11) (12) |
| BUSINESS SYSTEMS ADMINISTRATOR (2) (9) |
| COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER |
| DATABASE ANALYST (2) (9) |
| EARLY CHILDHOOD PROGRAM DIRECTOR (2) (9) |
| ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (10) |
| EPIDEMIOLOGIST |
| FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (11) |
| GRANT COMPLIANCE MANAGER |
| HUMAN RESOURCES COMPLIANCE OFFICER |
| LABOR RELATIONS OFFICER |
| MARKETING AND COMMUNICATIONS OFFICER (2) (9) |
| MAYOR'S LIAISON OFFICER |
| PRINCIPAL PLANNER (4) (6) (7) (11) (13) (14) |
| PUBLIC HEALTH COMPLIANCE OFFICER (4) (11) |
| RESOURCE RECOVERY PROGRAM MANAGER (1) (8) |
| RISK MANAGEMENT AND SAFETY OFFICER (2) (9) |
| SENIOR FINANCIAL ANALYST (4) (11) |
| STAFF ASSISTANT MANAGER |
| URBAN DESIGN COORDINATOR (4) (6) (7) (11) (13) (14) |
| SYSTEMS ANALYST – LEAD |
| TRANSPORTATION FINANCIAL ANALYST (1) (5) (8) (12) |
| VIOLENCE PREVENTION RESEARCH COORDINATOR |

Wage Rate:

| | | |
|----------|-----------|-----------|
| Hourly | 30.57 | 42.80 |
| Biweekly | 2,445.58 | 3,423.68 |
| Annual | 63,585.08 | 89,015.68 |

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

| | |
|----------|-----------|
| Biweekly | 3,446.93 |
| Annual | 89,620.18 |

- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,690.10 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 69,942.60 |
|--------|-----------|

(6) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,935.20 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 76,315.20 |
|--------|-----------|

(7) An employee possessing an AICP certification to be paid an additional 3%.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.49 | 44.08 |
| Biweekly | 2,518.95 | 3,526.39 |
| Annual | 65,492.70 | 91,686.14 |

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

| | |
|----------|----------|
| Biweekly | 3,550.34 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 92,308.84 |
|--------|-----------|

(11) Appointment may be at any rate in the pay range with the approval of DER.

(12) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,770.80 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 72,040.80 |
|--------|-----------|

(13) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 3,023.26 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 78,604.76 |
|--------|-----------|

(14) An employee possessing an AICP certification to be paid an additional 3%.

Pay Range 2KX

Official Rate Biweekly

| |
|---|
| ASSISTANT CITY ATTORNEY II (3) (8) |
| BUDGET AND FISCAL POLICY ANALYST III (4) (5) (9) (10) |
| CIVIL ENGINEER IV (1) (4) (6) (9) |
| DCD ACCOUNTANT LEAD (4) (5) (9) (10) |
| GRANT BUDGET SPECIALIST (4) (5) (9) (10) |
| INTERGOVERNMENTAL POLICY MANAGER |
| PENSION INVESTMENT ANALYST ASSOCIATE (2) (7) |
| SENIOR IT AUDITOR (4) (9) |
| SPECIAL ASSISTANT TO MAYOR |
| TELECOMMUNICATIONS ENGINEER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 32.58 | 45.61 |
| Biweekly | 2,606.28 | 3,648.85 |

| | | |
|--------|-----------|-----------|
| Annual | 67,763.28 | 94,870.10 |
|--------|-----------|-----------|

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,077.85 |
| Annual | 80,024.10 |

(2) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.

(3) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(4) Appointment may be at any rate in the pay range with the approval of DER.

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,866.90 |
| Annual | 74,539.40 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 33.56 | 46.98 |
| Biweekly | 2,684.47 | 3,758.32 |
| Annual | 69,796.22 | 97,716.32 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,170.19 |
| Annual | 82,424.94 |

(7) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.

(8) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(9) Appointment may be at any rate in the pay range with the approval of DER.

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,952.91 |
| Annual | 76,775.66 |

SECTION 3: TECHNICIANS

Pay Range 3DN

Official Rate Biweekly

| |
|---|
| ENGINEERING DRAFTING TECHNICIAN I (3) (6) |
| ENGINEERING TECHNICIAN I (3) (6) |
| MEDICAL LABORATORY TECHNICIAN (2) (5) |
| PARKING METER TECHNICIAN (1) (4) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.66 | 21.77 |
| Biweekly | 1,492.42 | 1,741.81 |
| Annual | 38,802.92 | 45,287.06 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,575.50 |
| Annual | 40,963.00 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,596.45 |
| Annual | 41,507.70 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,509.71 |
| Annual | 39,252.46 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.21 | 22.43 |
| Biweekly | 1,537.19 | 1,794.07 |
| Annual | 39,966.94 | 46,645.82 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,622.77 |
| Annual | 42,192.02 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,644.34 |
| Annual | 42,752.84 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,555.00 |
| Annual | 40,430.00 |

Pay Range 3EN

Official Rate Biweekly

| |
|--------------|
| PROGRAMMER I |
|--------------|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.21 | 22.26 |
| Biweekly | 1,456.50 | 1,780.71 |
| Annual | 37,869.00 | 46,298.46 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.75 | 22.93 |
| Biweekly | 1,500.20 | 1,834.12 |
| Annual | 39,005.20 | 47,687.12 |

Pay Range 3GN

Official Rate Biweekly

| |
|---|
| INFORMATION TECHNOLOGY SPECIALIST |
| PARKING METER TECHNICIAN – LEAD (2) (4) |

| |
|-----------------------------------|
| PROPERTY ASSESSMENT TECHNICIAN II |
| RADIOLOGIC TECHNOLOGIST (1) (3) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.87 | 23.66 |
| Biweekly | 1,589.47 | 1,892.81 |
| Annual | 41,326.22 | 49,213.06 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,668.83 |
| Annual | 43,389.58 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,682.21 |
| Annual | 43,737.46 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.46 | 24.37 |
| Biweekly | 1,637.15 | 1,949.60 |
| Annual | 42,565.90 | 50,689.60 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,718.89 |
| Annual | 44,691.14 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,732.68 |
| Annual | 45,049.68 |

Pay Range 3LN

Official Rate Biweekly

| |
|---|
| COMMERCIAL CODE ENFORCEMENT INSPECTOR |
| ENVIRONMENTAL HEALTH SPECIALIST (3) (8) |
| DRIVER TRAINING INSTRUCTOR |
| LEAD RISK ASSESSOR I (5) (10) |
| PUBLIC WORKS INSPECTOR II (1) (2) (4) (6) (7) (9) |
| RESIDENTIAL CODE ENFORCEMENT INSPECTOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.86 | 28.98 |
| Biweekly | 1,668.83 | 2,318.34 |
| Annual | 43,389.58 | 60,276.84 |

(1) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such

inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.

- (2) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (3) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,935.79 | 2,318.34 |
| Annual | 50,330.54 | 60,276.84 |

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,968.69 |
| Annual | 51,185.94 |

- (5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,935.79 |
| Annual | 50,330.54 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.49 | 29.85 |
| Biweekly | 1,718.89 | 2,387.89 |
| Annual | 44,691.14 | 62,085.14 |

- (6) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (7) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (8) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,993.86 | 2,387.89 |
| Annual | 51,840.36 | 62,085.14 |

- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,027.75 |
| Annual | 52,721.50 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,993.87 |
| Annual | 51,840.62 |

Pay Range 3MN

Official Rate Biweekly

| |
|---|
| CITY CHANNEL PRODUCTION SPECIALIST (5) (10) |
| ELECTRONIC TECHNICIAN (1) (6) |
| LEAD RISK ASSESSOR II (4) (9) |
| MAMMOGRAPHY TECHNOLOGIST (3) (8) |

| |
|---|
| VIDEO ELECTRONIC TECHNICIAN |
| WATER PLANT AUTOMATION TECHNICIAN (2) (7) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.62 | 29.92 |
| Biweekly | 1,889.86 | 2,393.99 |
| Annual | 49,136.36 | 62,243.74 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,077.32 |
| Annual | 54,010.32 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,177.04 |
| Annual | 56,603.04 |

Employees with a minimum of four years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,393.99 |
| Annual | 62,243.74 |

(2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,889.86 | 2,393.99 |
| Annual | 49,136.36 | 62,243.74 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,139.64 |
| Annual | 55,630.64 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,071.29 |
| Annual | 53,853.54 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,077.32 |
| Annual | 54,010.32 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.33 | 30.82 |
| Biweekly | 1,946.55 | 2,465.81 |
| Annual | 50,610.30 | 64,111.06 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,139.64 |
| Annual | 55,630.64 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,242.35 |
| Annual | 58,301.10 |

Employees with a minimum of four years of relevant job experience may be appointed at:

| | |
|----------|----------|
| Biweekly | 2,465.81 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 64,111.06 |
|--------|-----------|

(7) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,946.55 | 2,465.81 |
| Annual | 50,610.30 | 64,111.06 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,203.83 |
| Annual | 57,299.58 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,133.43 |
| Annual | 55,469.18 |

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,139.64 |
| Annual | 55,630.64 |

Pay Range 3NN

Official Rate Biweekly

| |
|--|
| ENGINEERING DRAFTING TECHNICIAN IV (1) (4) |
| ENGINEERING TECHNICIAN IV (1) (4) |
| PROGRAMMER II (2) (5) |
| SIDEWALK REPAIR SPECIALIST (3) (6) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.04 | 30.06 |
| Biweekly | 1,763.37 | 2,404.69 |
| Annual | 45,847.62 | 62,521.94 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,968.69 |
| Annual | 51,185.94 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,935.79 |
| Annual | 50,330.54 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,165.56 |
| Annual | 56,304.56 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.70 | 30.96 |
| Biweekly | 1,816.26 | 2,476.84 |
| Annual | 47,222.76 | 64,397.84 |

(4) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 2,027.75 |
|----------|----------|

(5) Recruitment is at:

| | |
|--------|-----------|
| Annual | 52,721.50 |
|--------|-----------|

| | |
|----------|-----------|
| Biweekly | 1,993.86 |
| Annual | 51,840.36 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,230.53 |
| Annual | 57,993.78 |

Pay Range 3SN

Official Rate Biweekly

| |
|---|
| COMMUNICATIONS FACILITIES COORDINATOR (1) (2) |
| FACILITIES CONTROL SPECIALIST |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 30.43 | 39.17 |
| Biweekly | 2,434.65 | 3,133.51 |
| Annual | 63,300.90 | 81,471.26 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,601.96 |
| Annual | 67,650.96 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.35 | 40.34 |
| Biweekly | 2,507.69 | 3,227.51 |
| Annual | 65,199.94 | 83,915.26 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,680.02 |
| Annual | 69,680.52 |

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

| |
|--|
| 911 DISPATCHER (2) (4) (7) (9) |
| 911 TELECOMMUNICATOR (2) (3) (7) (8) |
| ADMINISTRATIVE ASSISTANT IV (1) (6) |
| BENEFITS SERVICES SPECIALIST (1) (6) |
| HUMAN RESOURCES ASSISTANT (1) (6) |
| LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (6) |
| LIBRARY COMMUNICATIONS ASSISTANT (1) (6) |

| |
|--|
| LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (6) |
| PROGRAM ASSISTANT III (1) (6) |
| REVENUE COLLECTION SPECIALIST (1) (6) |
| WATER PLANT MAINTENANCE ASSISTANT (2) (5) (7) (10) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.73 | 26.81 |
| Biweekly | 1,818.24 | 2,144.72 |
| Annual | 47,274.24 | 55,762.72 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,874.42 |
| Annual | 48,734.92 |

- (2) Appointment may be at any rate in the pay range with the approval of DER.
 (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,699.71 | 1,818.24 | 1,854.60 | 2,144.72 |
| Annual | 44,192.46 | 47,274.24 | 48,219.60 | 55,762.72 |

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 1,909.15 |
| Annual | 49,637.90 |

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,909.15 | 2,004.62 | 2,044.71 | 2,236.21 |
| Annual | 49,637.90 | 52,120.12 | 53,162.46 | 58,141.46 |

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,303.29 | 2,372.39 |
| Annual | 59,885.54 | 61,682.14 |

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,303.29 |
| Annual | 59,885.54 |

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,303.29 | 2,372.39 |
| Annual | 59,885.54 | 61,682.14 |

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,392.75 | 2,652.61 |
| Annual | 62,211.50 | 68,967.86 |

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,392.75 |
| Annual | 62,211.50 |

- (5) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,874.40 | 2,144.70 |
| Annual | 48,734.40 | 55,762.20 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.41 | 27.61 |
| Biweekly | 1,872.79 | 2,209.07 |
| Annual | 48,692.54 | 57,435.82 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,930.66 |
| Annual | 50,197.16 |

- (7) Appointment may be at any rate in the pay range with the approval of DER.

- (8) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,750.70 | 1,872.79 | 1,910.25 | 2,209.07 |
| Annual | 45,518.20 | 48,692.54 | 49,666.50 | 57,435.82 |

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 1,966.43 |
| Annual | 51,127.18 |

- (9) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,966.43 | 2,064.75 | 2,106.05 | 2,303.29 |
| Annual | 51,127.18 | 53,683.50 | 54,757.30 | 59,885.54 |

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,372.39 | 2,443.56 |
| Annual | 61,682.14 | 63,532.56 |

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,372.39 |
| Annual | 61,682.14 |

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,372.39 | 2,443.56 |
| Annual | 61,682.14 | 63,532.56 |

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,464.52 | 2,732.19 |
| Annual | 64,077.52 | 71,036.94 |

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

| | |
|----------|-----------|
| Biweekly | 2,464.52 |
| Annual | 64,077.52 |

(10) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,930.64 | 2,209.04 |
| Annual | 50,196.64 | 57,435.04 |

SECTION 7: SKILLED CRAFT

Pay Range 7CN

Official Rate Biweekly

| |
|--|
| EQUIPMENT MECHANIC II |
| URBAN FORESTRY ARBORIST APPRENTICE (1) (2) (3) (4) (5) (6) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.69 | 22.26 |
| Biweekly | 1,575.50 | 1,780.71 |
| Annual | 40,963.00 | 46,298.46 |

(1) Recruitment is at step one of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous steps.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,487.88 | 1,655.08 | 1,791.50 | 1,882.50 |
| Annual | 38,684.88 | 43,032.08 | 46,579.00 | 48,945.00 |

(2) Incentives for attaining and maintaining specific certifications with DER approval.

- (3) 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 | 20.28 | 22.93 |
| Biweekly | 1,622.77 | 1,834.12 |
| Annual | 42,192.02 | 47,687.12 |

- (4) Recruitment is at step 1 of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous steps.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,532.52 | 1,704.73 | 1,845.25 | 1,938.98 |
| Annual | 39,845.52 | 44,322.98 | 47,976.50 | 50,413.48 |

- (5) Incentives for attaining and maintain specific certifications with DER approval.
- (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.

Pay Range 7EN

Official Rate Biweekly

| |
|---|
| EMERGENCY VEHICLE EQUIPMENT INSTALLER (2) (3) (5) (6) |
| EQUIPMENT MECHANIC IV |
| WATER METER SPECIALIST (1) (4) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.93 | 23.09 |
| Biweekly | 1,594.34 | 1,846.86 |
| Annual | 41,452.84 | 48,018.36 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,655.06 |
| Annual | 43,031.56 |

- (2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,617.27 | 1,873.49 |
| Annual | 42,049.02 | 48,709.18 |

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

| | |
|----------|-----------|
| Biweekly | 1,665.79 |
| Annual | 43,310.54 |

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

| | |
|----------|-----------|
| Biweekly | 1,715.75 |
| Annual | 44,609.50 |

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

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.53 | 23.78 |
| Biweekly | 1,642.17 | 1,902.27 |
| Annual | 42,696.42 | 49,459.02 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,704.71 |
| Annual | 44,322.46 |

(5) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,665.79 | 1,929.63 |
| Annual | 43,310.54 | 50,170.38 |

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

| | |
|----------|-----------|
| Biweekly | 1,715.76 |
| Annual | 44,609.76 |

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

| | |
|----------|-----------|
| Biweekly | 1,767.22 |
| Annual | 45,947.72 |

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

Pay Range 7FN

Official Rate Biweekly

| |
|--|
| ELECTRICAL WORKER |
| HEATING AND VENTILATING MECHANIC III (1) (2) |
| LEAD EQUIPMENT MECHANIC |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.19 | 23.74 |
| Biweekly | 1,535.41 | 1,898.86 |
| Annual | 39,920.66 | 49,370.36 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,702.64 |
| Annual | 44,268.64 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.77 | 24.45 |
| Biweekly | 1,581.47 | 1,955.83 |
| Annual | 41,118.22 | 50,851.58 |

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,753.72 |
| Annual | 45,596.72 |

Pay Range 7HN

Official Rate Biweekly

| |
|--|
| ELECTRICAL SERVICES WELDER (4) (16) |
| FACILITIES MAINTENANCE MECHANIC (3) (8) (9) (10) (15) (20) (21) (22) |
| FLEET MAINTENANCE TECHNICIAN (2) (10) (14) (22) |
| FIRE MAINTENANCE TECHNICIAN (1) (10) (13) (22) |
| FORESTRY EQUIPMENT MECHANIC (6) (7) (10) (18) (19) (22) |
| NURSERY SPECIALIST (5) (7) (10) (11) (12) (17) (19) (22) (23) |
| WATER PLANT FACILITY MECHANIC (3) (10) (15) (22) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.49 | 25.52 |
| Biweekly | 1,638.81 | 2,041.93 |
| Annual | 42,609.06 | 53,090.18 |

(1) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,517.63 | 2,171.29 |
| Annual | 39,458.38 | 56,453.54 |

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) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,517.63 | 2,171.29 |
| Annual | 39,458.38 | 56,453.54 |

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

(3) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,679.65 | 2,171.29 |
| Annual | 43,670.90 | 56,453.54 |

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,792.24 |
| Annual | 46,598.24 |

(5) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,900.77 | 2,090.15 |
| Annual | 49,420.02 | 54,343.90 |

(6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,730.46 |
| Annual | 44,991.96 |

(7) Incentives for attaining and maintaining specific certifications with DER approval.

(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) 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.
- (10) Appointment may be at any rate in the pay range with the approval of DER.
- (11) Additional 5% biweekly when performing Lead Worker duties.
- (12) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.10 | 26.29 |
| Biweekly | 1,687.97 | 2,103.19 |
| Annual | 43,887.22 | 54,682.94 |

- (13) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,563.16 | 2,236.43 |
| Annual | 40,642.16 | 58,147.18 |

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.

- (14) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,563.16 | 2,236.43 |
| Annual | 40,642.16 | 58,147.18 |

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

- (15) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,730.04 | 2,236.43 |
| Annual | 44,981.04 | 58,147.18 |

- (16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,846.01 |
| Annual | 47,996.26 |

- (17) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,957.70 | 2,152.85 |
| Annual | 50,900.20 | 55,974.10 |

- (18) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,782.37 |
| Annual | 46,341.62 |

- (19) Incentives for attaining and maintaining specific certifications with DER approval.
- (20) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (21) 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.
- (22) Appointment may be at any rate in the pay range with the approval of DER.
- (23) Additional 5% biweekly when performing Lead Worker duties.
- (24) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.

Pay Range 7IN

Official Rate Biweekly

| |
|---|
| AUTOMOTIVE MACHINIST (2) (9) |
| FORESTRY EQUIPMENT MECHANIC (1) (3) (7) (8) (10) (14) |

| |
|------------------------------------|
| MACHINIST I |
| PAINTER (4) (5) (6) (11) (12) (13) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.71 | 27.64 |
| Biweekly | 1,897.13 | 2,211.22 |
| Annual | 49,325.38 | 57,491.72 |

- (1) Incentives for attaining and maintaining specific certifications with DER approval.
- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,907.35 |
| Annual | 49,591.10 |

- (3) Appointment may be at any rate in the pay range with the approval of DER.
- (4) An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (5) Employees 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.
- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,211.22 |
| Annual | 57,491.72 |

- (7) Additional 5% when assigned shop oversight duties.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.43 | 28.47 |
| Biweekly | 1,954.04 | 2,277.56 |
| Annual | 50,805.04 | 59,216.56 |

- (8) Incentives for attaining and maintaining specific certifications with DER approval.
- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,964.57 |
| Annual | 51,078.82 |

- (10) Appointment may be at any rate in the pay range with the approval of DER.
- (11) An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (12) Employees 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.
- (13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,277.56 |
| Annual | 59,216.56 |

- (14) Additional 5% when assigned shop oversight duties.

Pay Range 7JN
Official Rate Biweekly

| |
|---|
| ELECTRICAL SERVICES BLACKSMITH (1) (13) |
| ELECTRICAL SERVICES MACHINIST I (1) (13) |
| PAINTER LEADWORKER, HOUSE (2) (3) (4) (14) (15) (16) |
| PAINTER, BRIDGE AND IRON (5) (17) |
| PORT OPERATIONS TECHNICIAN (6) (7) (18) (19) |
| URBAN FORESTRY SPECIALIST (7) (8) (9) (10) (11) (12) (20) (21) (22) (23) (24) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.34 | 28.38 |
| Biweekly | 1,866.93 | 2,270.56 |
| Annual | 48,540.18 | 59,034.56 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,968.42 |
| Annual | 51,178.92 |

(2) An employee in the Painter Lead worker, 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 | 2,242.54 |
| Annual | 58,306.04 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,270.56 |
| Annual | 59,034.56 |

(6) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,517.63 | 2,288.88 |
| Annual | 39,458.38 | 59,510.88 |

(7) Appointment may be at any rate in the pay range with the approval of DER.

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,900.77 |
| Annual | 49,420.02 |

(9) Incentives for attaining and maintaining specific certifications with DER approval.

(10) Additional 5% biweekly when performing core forestry duties.

(11) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.

(12) Additional 3% biweekly when assigned to operate the Grapple Saw.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.04 | 29.23 |
| Biweekly | 1,922.94 | 2,338.68 |
| Annual | 49,996.44 | 60,805.68 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,027.47 |
| Annual | 52,714.22 |

- (14) An employee in the Painter Lead worker, 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.
- (15) 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.

(16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,309.82 |
| Annual | 60,055.32 |

(17) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,338.68 |
| Annual | 60,805.68 |

(18) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,563.16 | 2,357.55 |
| Annual | 40,642.16 | 61,296.30 |

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

(20) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,957.79 |
| Annual | 50,902.62 |

(21) Incentives for attaining maintaining specific certifications with DER approval.

(22) Additional 5% biweekly when performing core forestry duties.

(23) Additional 2% biweekly when assigned to operate the Prentice Loader and End Loader.

(24) Additional 3% biweekly when assigned to operate the Grapple Saw.

Pay Range 7LN

Official Rate Biweekly

| |
|--|
| MACHINIST II (1) (4) |
| WATER PLANT MACHINERY MECHANIC (2) (3) (5) (6) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.48 | 29.75 |
| Biweekly | 1,958.42 | 2,379.86 |
| Annual | 50,918.92 | 61,876.36 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,035.83 |
| Annual | 52,931.58 |

(2) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,867.47 | 2,394.89 |
| Annual | 48,554.22 | 62,267.14 |

(3) Appointment may be at any rate in the pay range with the approval of DER.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.21 | 30.64 |
| Biweekly | 2,017.17 | 2,451.26 |

| | | |
|--------|-----------|-----------|
| Annual | 52,446.42 | 63,732.76 |
|--------|-----------|-----------|

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,096.90 |
| Annual | 54,519.40 |

(5) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,923.49 | 2,466.74 |
| Annual | 50,010.74 | 64,135.24 |

(6) Appointment may be at any rate in the pay range with the approval of DER.

Pay Range 70N

Official Rate Biweekly

| |
|---|
| AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (4) (8) (18) (22) |
| CARPENTER SUPERVISOR (1) (15) |
| FIRE EQUIPMENT MACHINIST (4) (6) (8) (18) (20) (22) |
| FIRE EQUIPMENT WELDER (4) (6) (8) (18) (20) (22) |
| FIRE MECHANIC (4) (6) (8) (18) (20) (22) |
| FLEET SERVICES WELDER (4) (7) (8) (18) (19) (22) |
| HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (8) (17) (22) |
| IRONWORKER SUPERVISOR (1) (2) (15) (16) |
| NURSERY CREW LEADER (8) (9) (11) (12) (13) (22) (23) (25) (26) (27) |
| URBAN FORESTRY CREW LEADER (7) (8) (9) (12) (13) (14) (21) (22) (23) (26) (27) (28) |
| URBAN FORESTRY TECHNICIAN (8) (9) (10) (12) (22) (23) (24) (26) |
| VEHICLE SERVICES TECHNICIAN (4) (5) (8) (18) (19) (22) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 32.25 | 32.29 |
| Biweekly | 2,579.62 | 2,582.92 |
| Annual | 67,070.12 | 67,155.92 |

(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 | 2,582.92 |
| Annual | 67,155.92 |

(3) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,853.75 | 2,575.37 |
| Annual | 48,197.50 | 66,959.62 |

(4) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,006.15 | 2,616.77 |
| Annual | 52,159.90 | 68,036.02 |

(5) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.

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

(7) Employees will receive an additional 5% incentive for lead work.

- (8) Appointment may be at any rate in the pay range with the approval of DER.
- (9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,090.85 |
| Annual | 54,362.10 |

- (10) Additional 5% biweekly when performing contract administration duties.
- (11) Additional 5% biweekly when performing greenhouse oversight duties.
- (12) Incentives for attaining and maintaining specific certifications with DER approval.
- (13) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (14) Additional 3% biweekly when assigned to operate the Grapple Saw.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 33.21 | 33.26 |
| Biweekly | 2,657.01 | 2,660.41 |
| Annual | 69,082.26 | 69,170.66 |

- (15) 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.
- (16) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,660.41 |
| Annual | 69,170.66 |

- (17) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,909.36 | 2,652.63 |
| Annual | 49,643.36 | 68,968.38 |

- (18) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,066.33 | 2,695.27 |
| Annual | 53,724.58 | 70,077.02 |

- (19) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (20) Employees will receive an additional 5% when performing special assignments.
- (21) Employees will receive an additional 5% incentive for lead work.
- (22) Appointment may be at any rate in the pay range with the approval of DER.
- (23) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,153.58 |
| Annual | 55,992.96 |

- (24) Additional 5% biweekly when performing contract administration duties.
- (25) Additional 5% biweekly when performing greenhouse oversight duties.
- (26) Incentives for attaining and maintaining specific certifications with DER approval.
- (27) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (28) Additional 3% biweekly when assigned to operate the Grapple Saw.

Pay Range 7QN

Official Rate Biweekly

| |
|---|
| BRICKLAYER, BUILDINGS (1) (6) |
| MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (2) (4) (7) (9) |

| |
|---|
| SEWER MASON (1) (6) |
| WATER PLANT MACHINE REPAIRPERSON (3) (5) (8) (10) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.35 | 34.57 |
| Biweekly | 2,747.75 | 2,765.88 |
| Annual | 71,441.50 | 71,912.88 |

- (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) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,612.01 | 1,934.41 | 2,418.01 | 2,901.61 |
| Annual | 41,912.26 | 50,294.66 | 62,868.26 | 75,441.86 |

- (3) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,197.80 | 2,770.46 |
| Annual | 57,142.80 | 72,031.96 |

- (4) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/ or performing lead work assignments.
- (5) Appointment may be at any rate in the pay range with the approval of DER.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.38 | 35.61 |
| Biweekly | 2,830.18 | 2,848.86 |
| Annual | 73,584.68 | 74,070.36 |

- (6) 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.
- (7) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,660.37 | 1,992.44 | 2,490.55 | 2,988.66 |
| Annual | 43,169.62 | 51,803.44 | 64,754.30 | 77,705.16 |

- (8) Recruitment is at the minimum of the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,263.73 | 2,853.57 |
| Annual | 58,856.98 | 74,192.82 |

- (9) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/ or performing lead work assignments.
- (10) Appointment may be at any rate in the pay range with the approval of DER.

Pay Range 7RN

Official Rate Biweekly

| |
|---|
| LANDSCAPE AND IRRIGATION SPECIALIST (1) (2) (3) (4) |
| WATER PLANT STEAMFITTER (1) (3) |
| WATER PLANT STEAMFITTER – HVACR MECHANIC (1) (3) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 32.53 | 40.73 |
| Biweekly | 2,602.05 | 3,258.27 |
| Annual | 67,653.30 | 84,715.02 |

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,224.02 |
| Annual | 83,824.52 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 33.50 | 41.95 |
| Biweekly | 2,680.11 | 3,356.02 |
| Annual | 69,682.86 | 87,256.52 |

- (3) Appointment may be at any rate in the pay range with the approval of DER.
- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,320.74 |
| Annual | 86,339.24 |

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8EN

Official Rate Biweekly

| |
|--|
| CART MAINTENANCE TECHNICIAN (3) (8) |
| CUSTODIAL WORKER III (4) (9) |
| DELIVERY DRIVER |
| LABORER (ELECTRICAL SERVICES) (1) (4) (5) (6) (9) (10) |
| SEWER LABORER I (4) (9) |
| URBAN FORESTRY LABORER (2) (4) (7) (9) |
| WATER DISTRIBUTION LABORER (4) (9) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.18 | 20.38 |
| Biweekly | 1,454.66 | 1,630.61 |
| Annual | 37,821.16 | 42,395.86 |

- (1) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (2) Incentives for attaining and maintaining specific certifications with DER approval.
- (3) Recruitment is at:

| | |
|----------|----------|
| Biweekly | 1,487.78 |
|----------|----------|

| | |
|--------|-----------|
| Annual | 38,682.28 |
|--------|-----------|

(4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,471.25 |
| Annual | 38,252.50 |

(5) 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 | 18.73 | 20.99 |
| Biweekly | 1,498.30 | 1,679.53 |
| Annual | 38,955.80 | 43,667.78 |

(6) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.

(7) Incentives for attaining and maintaining specific certifications with DER approval.

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,532.41 |
| Annual | 39,842.66 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,515.39 |
| Annual | 39,400.14 |

(10) 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 8KN

Official Rate Biweekly

| |
|--|
| OPERATIONS DRIVER WORKER (1) (2) (3) (4) (5) (6) (7) (8) |
|--|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.57 | 25.99 |
| Biweekly | 1,805.81 | 2,079.24 |
| Annual | 46,951.06 | 54,060.24 |

- (1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.
- (2) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (3) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.25 | 26.77 |
| Biweekly | 1,859.98 | 2,141.62 |
| Annual | 48,359.48 | 55,682.12 |

- (5) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.
- (6) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (7) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (8) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.

SECTION 9: PART-TIME AND INTERMITTENT

Pay Range 9AN

Official Rate Daily

| |
|----------------------------|
| ELECTION INSPECTOR (1) (2) |
|----------------------------|

Rate:

| | |
|--------------|---------------|
| Daily | 220.00 |
|--------------|---------------|

- (1) Election Inspector to receive an additional \$15.00 per hour for each instruction class attended prior to each election.
- (2) In compliance with the bilingual requirements of Section 203 of the Voting Rights Act, Bilingual Election Inspectors assigned to targeted sites to be paid an additional \$15.00 per day.

Pay Range 9DN

Official Rate Daily

| |
|-------------------------|
| CHIEF INSPECTOR (1) (2) |
|-------------------------|

Wage Rate:

| | |
|--------------|---------------|
| Daily | 325.00 |
|--------------|---------------|

- (1) Chief Inspector to receive an additional \$15.00 per hour for each instruction class attended prior to each election.
- (2) In compliance with the bilingual election requirements of Section 203 of the Voting Rights Act, Bilingual Chief Inspectors assigned to targeted sites to be paid an additional \$15.00 per day.

PART II – ADMINISTRATION

SECTION 9: SUPPLEMENTAL PAY PRACTICES

N. General Ice Control and Snow Plow Operation: In the Department of Public Works, employees holding positions designated as non-exempt under FLSA shall be paid an additional 1% biweekly when assigned to drive during a general ice control and snow plow operation (GIC).