

CC #190642– Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (24)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (17) (18)
DOULA PROGRAM MANAGER (9) (24)
DPW INVENTORY AND PURCHASING MANAGER
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (24)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (15) (30)
FIRE DISPATCH ASSISTANT MANAGER (6) (21)
FIRE EQUIPMENT REPAIRS MANAGER
FIRE FLEET AND EQUIPMENT MANAGER (10) (25)
FLEET OPERATIONS AND TRAINING MANAGER (4) (19)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (18)
HOUSING REHABILITATION MANAGER (13) (28)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (7) (22)
MANAGEMENT LIBRARIAN (7) (22)
MEN’S HEALTH MANAGER (9) (24)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (18)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (11) (26)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (14) (29)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (16)
PUBLIC HEALTH NURSE SUPERVISOR (8) (23)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (20)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (12) (27)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER

WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (24)
WIC PROGRAM MANAGER

Wage Rate:

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

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

(2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

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

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

(5) Recruitment is at:

Biweekly	2,729.50
Annual	70,967.00

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

Biweekly	2,510.03
Annual	65,260.78

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

Biweekly	2,608.27
Annual	67,815.02

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,446.88
Annual	63,618.88

(11) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(12) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(13) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

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

(15) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

Resident Wage Incentive:

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

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

(17) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

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

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

(20) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

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

Biweekly	2,585.33
Annual	67,218.58

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

Biweekly	2,686.52
Annual	69,849.52

(23) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(24) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(25) Recruitment is at:

Biweekly	2,520.29
Annual	65,527.54

(26) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(27) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(28) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

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

(30) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

Pay Range 1FX

Official Rate Biweekly

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

Wage Rate:

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

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

Biweekly	3,051.99
Annual	79,351.74

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

Biweekly	2,550.92
Annual	66,323.92

- (6) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

- (7) Recruitment is at:

Biweekly	2,695.60
Annual	70,085.60

- (8) Recruitment is at:

Biweekly	2,689.32
Annual	69,922.32

- (9) Recruitment is at:

Biweekly	2,625.92
Annual	68,273.92

Resident Wage Incentive:

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

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

Biweekly	3,143.55
Annual	81,732.30

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

(14) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(15) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(16) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(17) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(18) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

Pay Range 1GX

Official Rate Biweekly

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

PLUMBING INSPECTION SUPERVISOR (2) (13)
RETIREMENT PLAN MANAGER (2) (13)
SAFETY MANAGER (7) (18)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (20)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (21)

Wage Rate:

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

- (1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

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

Biweekly	3,139.96
Annual	81,638.96

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

Biweekly	2,685.74
Annual	69,829.24

- (6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

- (7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

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

- (9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

- (10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

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

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

Resident Wage Incentive:

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

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

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

(14) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

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

Biweekly	3,234.16
Annual	84,088.16

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

Biweekly	2,766.31
Annual	71,924.06

(17) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(18) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

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

(20) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(21) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

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

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

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1) (6)
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)

CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER
FINANCE AND ADMINISTRATION MANAGER (1) (6)
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

Wage Rate:

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

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

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

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

Biweekly	3,202.76
Annual	83,271.76

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

Resident Wage Incentive:

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

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

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,298.84
Annual	85,769.84

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

Pay Range 1JX

Official Rate Biweekly

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

Wage Rate:

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

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

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

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

Biweekly	3,266.81
Annual	84,937.06

Resident Wage Incentive:

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

(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

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

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

Biweekly	3,364.81
Annual	87,485.06

Pay Range 1LX

Official Rate Biweekly

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

Wage Rate:

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

Resident Wage Incentive:

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

SECTION 2: PROFESSIONALS

Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (15)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (15)
COMMUNITY OUTREACH SPECIALIST (14) (28)
DOULA
ELECTRICAL ENGINEER I (1) (15)
FIRE PROTECTION ENGINEER
HOUSING PROGRAMS SPECIALIST (12) (26)
INVESTIGATOR/ADJUSTER (2) (3) (16) (17)
IT SUPPORT SPECIALIST (11) (25)
LABORATORY DATA SPECIALIST (4) (18)
LACTATION COUNSELOR (14) (28)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (24)
LIBRARY MARKETING SPECIALIST
MECHANICAL ENGINEER I (1) (15)
MEDIA PRODUCER (6) (20)
PLAN EXAMINER SPECIALIST (7) (21)
PUBLIC HEALTH NURSE 2 (8) (9) (22) (23)
TRAFFIC CONTROL ENGINEER I (1) (15)
WATER CHEMIST (5) (19)
WATER TREATMENT PLANT OPERATOR (13) (27)

Wage Rate:

Hourly	21.78	30.49
Biweekly	1,742.53	2,439.48
Annual	45,305.78	63,426.48

(1) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

- (2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

- (3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

- (4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

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

Biweekly	1,810.00
Annual	47,060.00

- (6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

- (7) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,160.38	2,262.92	2,365.46	2,468.00	2,570.54
Annual	56,169.88	58,835.92	61,501.96	64,168.00	66,834.04

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,142.15	2,439.48
Annual	55,695.90	63,426.48

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

- (10) Recruitment is at:

Biweekly	1,881.93
Annual	48,930.18

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

Biweekly	2,021.31
Annual	52,554.06

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

Biweekly	1,950.62
Annual	50,716.12

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

- (13) Minimum recruitment is at:

Biweekly	1,762.81
Annual	45,833.06

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

Resident Wage Incentive:

Hourly	22.44	31.41
Biweekly	1,794.81	2,512.66
Annual	46,665.06	65,329.16

- (15) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

- (16) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

- (17) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

- (18) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

- (19) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,864.30
Annual	48,471.80

- (20) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

- (21) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,225.19	2,330.81	2,436.42	2,542.04	2,647.66
Annual	57,854.94	60,601.06	63,346.92	66,093.04	68,839.16

- (22) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee’s base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,206.41	2,512.66
Annual	57,366.66	65,329.16

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

- (24) Recruitment is at:

Biweekly	1,938.39
Annual	50,398.14

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

Biweekly	2,081.95
Annual	54,130.70

- (25) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

- (26) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

- (27) Minimum recruitment is at:

Biweekly	1,815.69
Annual	47,207.94

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (28) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)

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

Wage Rate:

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

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

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

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

Resident Wage Incentive:

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

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

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

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

Pay Range 2FX

Official Rate Biweekly

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

Wage Rate:

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

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

- (2) Recruitment is at:

Biweekly	1,979.57
Annual	51,468.82

- (3) Additional 5% when assigned lead or supervisory assignments.

- (4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.

Resident Wage Incentive:

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

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

Biweekly	2,038.96
Annual	53,012.96

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

Pay Range 2HN

Official Rate Biweekly

BOILER INSPECTOR (8) (18)
BUILDING CONSTRUCTION INSPECTOR (8) (18)
CHEMIST – SENIOR (9) (19)
ELECTRICAL INSPECTOR (8) (18)
ELEVATOR INSPECTOR (8) (18)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (3) (13)
FACILITIES MAINTENANCE COORDINATOR (3) (13)
FORENSIC BALLISTICS SPECIALIST (9) (19)
IT SUPPORT SPECIALIST – LEAD (4) (14)
LABORATORY INFORMATION SYSTEMS SPECIALIST (5) (15)
MICROBIOLOGIST – SENIOR (9) (19)
NETWORK ANALYST – SENIOR (1) (11)
PLUMBING INSPECTOR (8) (18)
SENIOR PROPERTY APPRAISER (2) (6) (7) (12) (16) (17)
SPRINKLER CONSTRUCTION INSPECTOR (8) (18)
VIROLOGIST – SENIOR (9) (19)
WATER CHEMIST PROJECT LEADER (10) (20)
WATER MICROBIOLOGIST – SENIOR (9) (19)
WATER QUALITY ASSURANCE SPECIALIST (9) (19)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,651.90
Annual	68,949.40

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,431.99	2,584.61	2,746.81	2,919.18
Annual	63,231.74	67,199.86	71,417.06	75,898.68

(3) Recruitment is at:

Biweekly	2,445.18
Annual	63,574.68

(4) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

(5) Recruitment is at:

Biweekly	2,359.85
Annual	61,356.10

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

(7) **Career Ladder Position.** An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	3,065.15	3,218.41
Annual	79,693.90	83,678.66

(8) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,444.96	2,546.78	2,648.60	2,750.42	2,852.24	2,954.08
Annual	63,568.96	66,216.28	68,863.60	71,510.92	74,158.24	76,806.08

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

Biweekly	2,113.16
Annual	54,942.16

- (10) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,254.16
Annual	58,608.16

Resident Wage Incentive:

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

- (11) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,731.46
Annual	71,017.96

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,504.95	2,662.15	2,829.21	3,006.76
Annual	65,128.70	69,215.90	73,559.46	78,175.76

- (13) Recruitment is at:

Biweekly	2,518.54
Annual	65,482.04

- (14) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

- (15) Recruitment is at:

Biweekly	2,430.65
Annual	63,196.90

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

- (17) **Career Ladder Position.** An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	3,157.10	3,314.96
Annual	82,084.60	86,188.96

- (18) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,518.31	2,623.18	2,728.06	2,832.93	2,937.81	3,042.70
Annual	65,476.06	68,202.68	70,929.56	73,656.18	76,383.06	79,110.20

(19) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,176.55
Annual	56,590.30

(20) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,321.78
Annual	60,366.28

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (5)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BENEFITS AND WELLNESS COORDINATOR (4) (8)
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
CITY PAYROLL SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR
DATA COMMUNICATIONS SPECIALIST
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR
FIRE AND POLICE COMMISSION INVESTIGATOR/AUDITOR
FUNCTIONAL APPLICATIONS ANALYST (2) (6)
HUMAN RESOURCES REPRESENTATIVE (4) (8)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (8)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR
RECAST PROGRAM MANAGER (4) (8)
SENIOR PLANNER (3) (7)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (7)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (5)
WATER WORKS PERSONNEL OFFICER

Wage Rate:

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

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

Biweekly	2,329.60
Annual	60,569.60

- (3) Recruitment is at:

Biweekly	2,307.70
Annual	60,000.20

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

Resident Wage Incentive:

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

- (5) Recruitment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,399.49
Annual	62,386.74

- (7) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

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

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (3) (9)
ASSISTANT CITY PAYROLL MANAGER
BUDGET AND MANAGEMENT SPECIAL ASSISTANT
BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FISCAL PLANNING SPECIALIST (2) (8)
FLEET SYSTEMS MANAGER (1) (7)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST

INSPECTOR GENERAL (6) (12)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (5) (11)
LIBRARY CONSTRUCTION PROJECT MANAGER (4) (10)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (5) (11)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (5) (10)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

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

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

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

Biweekly	2,454.23
Annual	63,809.98
- (5) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (6) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

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

- (7) 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.
- (8) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

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

Biweekly	2,527.86
Annual	65,724.36

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

Pay Range 2MX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (7)
FIRE AND POLICE COMMISSION RISK MANAGER (4) (10)
INTERGOVERNMENTAL POLICY MANAGER - SENIOR
LEGISLATIVE FISCAL MANAGER – SENIOR
MARKET DEVELOPMENT MANAGER (6) (12)
NURSE PRACTITIONER (5) (11)
PENSION INVESTMENT ANALYST (2) (3) (8) (9)
PUBLIC DEBT SPECIALIST

Wage Rate:

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

- (1) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (2) Recruitment may be at any rate in the pay range.
- (3) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (4) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (5) Recruitment may be at any rate in the range with the approval of DER.
- (6) Recruitment may be at any rate in the range based upon experience and credentials with the approval of DER.

Resident Wage Incentive:

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

- (7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (8) Recruitment may be at any rate in the pay range.
- (9) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (10) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (11) Recruitment may be at any rate in the range with the approval of DER.
- (12) Recruitment may be at any rate in the range based upon experience and credentials with the approval of DER

SECTION 3: TECHNICIANS

Pay Range 3FN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN II
ENGINEERING TECHNICIAN II
GEOGRAPHIC INFORMATION TECHNICIAN II
HELPDESK SPECIALIST I (1) (2)

Wage Rate:

Hourly	18.51	22.68
Biweekly	1,481.08	1,814.25
Annual	38,508.08	47,170.50

- (1) Recruitment is at:

Biweekly	1,595.65
Annual	41,486.90

Resident Wage Incentive:

Hourly	19.07	23.36
Biweekly	1,525.51	1,868.68
Annual	39,663.26	48,585.68

- (2) Recruitment is at:

Biweekly	1,643.52
Annual	42,731.52

Pay Range 3GN

Official Rate Biweekly

INFORMATION TECHNOLOGY SPECIALIST
LEAD RISK ASSESSOR I (3) (10)
PARKING METER TECHNICIAN – LEAD (5) (12)
RADIOLOGIC TECHNOLOGIST (1) (3) (8) (10)

Wage Rate:

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

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

Biweekly	1,731.26
Annual	45,012.76

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

(3) Recruitment is at:

Biweekly	1,649.23
Annual	42,879.98

Resident Wage Incentive:

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

(4) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,783.20
Annual	46,363.20

(5) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

(6) Recruitment is at:

Biweekly	1,698.71
Annual	44,166.46

Pay Range 3SN

Official Rate Biweekly

COMMUNICATIONS FACILITIES COORDINATOR (1) (3)
FACILITIES CONTROL SPECIALIST (2) (4)

Wage Rate:

Hourly	29.84	38.40
Biweekly	2,386.91	3,072.07
Annual	62,059.66	79,873.82

(1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

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

Biweekly	2,803.75
Annual	72,897.50

Resident Wage Incentive:

Hourly	30.73	39.55
Biweekly	2,458.52	3,164.23
Annual	63,921.52	82,269.98

(3) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

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

Biweekly	2,887.86
Annual	75,084.36

SECTION 7: SKILLED CRAFT

Pay Range 7BN

Official Rate Biweekly

EQUIPMENT MECHANIC I (2) (3) (5) (6)
FIRE MECHANIC HELPER (1) (4)

Wage Rate:

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

(1) An employee assigned to Inventory Control Assistant III responsibilities for a shift shall receive an additional sixty cents (\$0.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payment be included in any computation of pension benefits, over-time benefits, or any other fringe benefits.

(2) Recruitment is at:

Biweekly	1,475.00
Annual	38,350.00

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

Biweekly	1,628.85
Annual	42,350.10

will advance to:

Biweekly	1,659.41
Annual	43,144.66

Resident Wage Incentive:

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

- (4) An employee assigned to Inventory Control Assistant III responsibilities for a shift shall receive an additional sixty cents (\$0.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payment be included in any computation of pension benefits, over-time benefits, or any other fringe benefits.

- (5) Recruitment is at:

Biweekly	1,519.25
Annual	39,500.50

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

Biweekly	1,677.72
Annual	43,620.72

will advance to:

Biweekly	1,709.19
Annual	44,438.94

Pay Range 7CN

Official Rate Biweekly

EQUIPMENT MECHANIC II
EQUIPMENT MECHANIC III (1) (2) (5) (6)
URBAN FORESTRY ARBORIST APPRENTICE (3) (4) (7) (8)

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	1,563.04
Annual	40,639.04

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

Biweekly	1,771.35
Annual	46,055.10

Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,806.77
Annual	46,976.02

- (3) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 4 of the range when they attain and maintain both primary certifications:

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

Employees at the maximum rate of the pay range are not eligible for a lump sum payment.

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

Resident Wage Incentive:

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

- (5) Recruitment is at:

Biweekly	1,609.93
Annual	41,858.18

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

Biweekly	1,824.49
Annual	47,436.74

Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,860.97
Annual	48,385.22

- (7) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 4 of the range when they attain and maintain both primary certifications:

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

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

Pay Range 7DN

Official Rate Biweekly

FIRE EQUIPMENT REPAIRER I (1) (3) (4) (6)
WATER METER TECHNICIAN (2) (5)

Wage Rate:

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

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

Biweekly	1,508.47
Annual	39,220.22

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

Biweekly	1,478.22
Annual	38,433.72

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

Biweekly	1,522.56
Annual	39,586.56

Resident Wage Incentive:

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

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

(5) Recruitment is at:

Biweekly	1,553.72
Annual	40,396.72

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

Biweekly	1,522.57
Annual	39,586.82

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

Biweekly	1,568.24
Annual	40,774.24

Pay Range 7FN

Official Rate Biweekly

ELECTRICAL WORKER
HEATING AND VENTILATING MECHANIC III (2) (5)
LEAD EQUIPMENT MECHANIC (1) (3) (4) (6)

Wage Rate:

Hourly	18.82	23.27
Biweekly	1,505.30	1,861.63
Annual	39,137.80	48,402.38

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

Biweekly	1,649.23	1,890.58	1,928.38
Annual	42,879.98	49,155.08	50,137.88

(2) Recruitment is at:

Biweekly	1,669.25
Annual	43,400.50

(3) Recruitment is at:

Biweekly	1,649.23
Annual	42,879.98

Resident Wage Incentive:

Hourly	19.38	23.97
Biweekly	1,550.46	1,917.48
Annual	40,311.96	49,854.48

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

Biweekly	1,698.71	1,947.30	1,986.23
Annual	44,166.46	50,629.80	51,641.98

- (5) Recruitment is at:

Biweekly	1,719.33
Annual	44,702.58

- (6) Recruitment is at:

Biweekly	1,698.71
Annual	44,166.46

Pay Range 7HN

Official Rate Biweekly

ELECTRICAL SERVICES WELDER (5) (18)
FACILITIES MAINTENANCE MECHANIC (4) (12) (13) (17) (25) (26)
FIRE BUILDING AND EQUIPMENT MAINTENANCE SPECIALIST
FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN
FIRE EQUIPMENT MACHINIST
FIRE EQUIPMENT WELDER (1) (2) (3) (14) (15) (16)
FIRE MECHANIC II (8) (9) (21) (22)
FIRE MECHANIC III (9) (10) (22) (23)
URBAN FORESTRY SPECIALIST (6) (7) (11) (19) (20) (24)
WATER PLANT FACILITY MECHANIC (4) (17)

Wage Rate:

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

- (1) Requirement for advancement to the following rate shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989 or, if entering this classification after June 1, 1989, attaining and maintaining the appropriate current ASE certifications:

Biweekly	2,001.89
Annual	52,049.14

- (2) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents (\$.25) per hour for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, and additional fifty cents (\$.50) per hour for EVT Level II and an additional seventy five cents (\$.75) per hour for EVT Master Level III certifications. EVT payments continue to be payable to employees who have advanced to the maximum of the pay range and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.
- (3) An employee assigned to Fire Equipment Repairs Supervisor duties for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

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

- (5) Recruitment is at:

Biweekly	1,757.10
Annual	45,684.60

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

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

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

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

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees may advance to the next rate in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,948.24	1,981.36	2,015.05	2,049.30	2,084.14	2,104.98
Annual	50,654.24	51,515.36	52,391.30	53,281.80	54,187.64	54,729.48

- (9) **Career Ladder Position.** An employee assigned to lead worker, acting supervisor, watch assignment, or field work responsibilities will receive an additional 3% hourly when assigned that work.

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees may advance to the next rate in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,119.57	2,155.60	2,192.25	2,229.52	2,267.42	2,305.96	2,329.02
Annual	55,108.82	56,045.60	56,998.50	57,967.52	58,952.92	59,954.96	60,554.52

- (11) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
- (12) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (13) 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.

Resident Wage Incentive:

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

- (14) Requirement for advancement to the following rate shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989 or, if entering this classification after June 1, 1989, attaining and maintaining the appropriate current ASE certifications:

Biweekly	2,061.95
Annual	53,610.70

- (15) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents (\$.25) per hour for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, and additional fifty cents (\$.50) per hour for EVT Level II and an additional seventy five cents (\$.75) per hour for EVT Master Level III certifications. EVT payments continue to be payable to employees who have advanced to the maximum of the pay range and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.
- (16) An employee assigned to Fire Equipment Repairs Supervisor duties for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (17) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

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

- (18) Recruitment is at:

Biweekly	1,809.81
Annual	47,055.06

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

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

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

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

- (21) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees may advance to the next rate in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,006.69	2,040.80	2,075.50	2,110.78	2,146.66	2,168.13
Annual	52,173.94	53,060.80	53,963.00	54,880.28	55,813.16	56,371.38

- (22) **Career Ladder Position.** An employee assigned to lead worker, acting supervisor, watch assignment, or field work responsibilities will receive an additional 3% hourly when assigned that work.
 (23) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees may advance to the next rate in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,183.16	2,220.27	2,258.02	2,296.41	2,335.44	2,375.14	2,398.89
Annual	56,762.16	57,727.02	58,708.52	59,706.66	60,721.44	61,753.64	62,371.14

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

Pay Range 7NN

Official Rate Biweekly

HVAC MAINTENANCE TECHNICIAN (1) (2) (3) (4) (5) (6)

Wage Rate:

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

- (1) Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER.
 (2) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.

- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Resident Wage Incentive:

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

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

Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (7)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (8) (9)
MUNICIPAL SERVICES ELECTRICIAN (4) (5) (10) (11)
SEWER MASON (1) (7)
WATER PLANT HVAC MAINTENANCE TECHNICIAN (6) (12)
WATER PLANT MACHINE REPAIRPERSON (6) (12)

Wage Rate:

Hourly	33.67	33.90
Biweekly	2,693.87	2,711.65
Annual	70,040.62	70,502.90

- (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) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,799.20
Annual	72,779.20

- (3) Recruitment is at:

Biweekly	2,711.65
Annual	70,502.90

- (4) Employees to be paid in the following range:

Biweekly	2,429.59	2,777.74
Annual	63,169.34	72,221.24

An employee shall advance to the following probationary increment following successful completion of the probationary period. An employee who has successfully completed the City of Milwau-

kee Municipal Services Electrician Apprentice program shall receive the probationary increment as the starting rate of pay:

Biweekly	2,557.46
Annual	66,493.96

- (5) An employee shall be paid an additional \$1.50 per hour when designated to hold the Type C Contractor’s Electrical License for the City. An employee shall be paid an additional \$1.50 per hour when assigned as a Crew Chief, Duty Electrician, Designated Electrician, Dispatcher, or to rotating telephone switch maintenance duties.
- (6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,154.71	2,716.14
Annual	56,022.46	70,619.64

Resident Wage Incentive:

Hourly	34.68	34.91
Biweekly	2,774.69	2,793.00
Annual	72,141.94	72,618.00

- (7) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (8) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,883.18
Annual	74,962.68

- (9) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

- (10) Employees to be paid in the following range:

Biweekly	2,502.48	2,861.07
Annual	65,064.48	74,387.82

An employee shall advance to the following probationary increment following successful completion of the probationary period. An employee who has successfully completed the City of Milwaukee Municipal Services Electrician Apprentice program shall receive the probationary increment as the starting rate of pay:

Biweekly	2,634.18
Annual	68,488.68

- (11) An employee shall be paid an additional \$1.50 per hour when designated to hold the Type C Contractor’s Electrical License for the City. An employee shall be paid an additional \$1.50 per hour when assigned as a Crew Chief, Duty Electrician, Designated Electrician, Dispatcher, or to rotating telephone switch maintenance duties.
- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,219.35	2,797.62
Annual	57,703.10	72,738.12

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8NN

Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR I (1) (2) (3) (4)
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Wage Rate:

Hourly	27.24
Biweekly	2,179.05
Annual	56,655.30

- (1) An employee assigned to operate the Sidewalk Tractor to be paid:

Biweekly	2,179.05
Annual	56,655.30

- (2) An employee assigned to operate the Sidewalk Tractor or Skid Steer during a general ice control/snow removal operation to be paid:

Biweekly	2,234.12
Annual	58,087.12

Resident Wage Incentive:

Hourly	28.06
Biweekly	2,244.42
Annual	58,354.92

- (3) An employee assigned to operate the Sidewalk Tractor to be paid:

Biweekly	2,244.42
Annual	58,354.92

- (4) An employee assigned to operate the Sidewalk Tractor or Skid Steer during a general ice control/snow removal operation to be paid:

Biweekly	2,301.14
Annual	59,829.64