

..Number

181403

..Version

PROPOSED SUBSTITUTE A

..Reference

180628, 181401, 181402, 181433

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2019 rates of pay of offices and positions in the City Service.

..Analysis

This substitute ordinance changes the rates of pay in the following departments:

Common Council - City Clerk, Fire and Police Commission, Health Department, Library, Police Department, Department of Public Works

..Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Part 1, Section 1 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1EX, delete all footnotes “(1)” through “(12)” in their entirety and replace with the following footnotes:

- “(1) Recruitment may be up to the midpoint of the range with the approval of DER.
- (2) Recruitment is at \$2,454.23 biweekly (\$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 \$2,729.50 biweekly (\$70,967.00).
- (6) Recruitment is at \$2,510.03 biweekly (\$65,260.88) and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (7) Recruitment may be up to \$2,608.27 biweekly (\$67,815.02) with the approval of DER.
- (8) Recruitment is at \$2,616.19 biweekly (\$68,020.94).
- (9) Recruitment is at \$2,454.12 biweekly (\$63,807.12).
- (10) Recruitment is at \$2,446.88 biweekly (\$63,618.88).
- (11) Recruitment is at \$2,690.56 biweekly (\$69,954.56).
- (12) Recruitment is at \$2,379.86 biweekly (\$61,876.36).
- (13) Recruitment is at \$2,646.25 biweekly (\$68,802.50).”

Part 2. Part 1, Section 1 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2019 - December 30, 2018):

Under Pay Range 1FX, add footnote designation “(7)” to the title of “Water Plant Operations Supervisor” and add footnote “(7)” to read:

“(7) Minimum recruitment is \$2,854.80 biweekly (\$74,224.80).”

Under Pay Range 1GX, delete the title of “Infectious Disease Epidemiologist”, add the title of “Infectious Disease Program Manager (9)”, and add footnote “(9)” to read:

“(9) Recruitment is at \$2,877.81 biweekly (\$74,823.06).”

Part 3. Part 1, Section 2 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2DN, delete footnote designation “(19)” from the title “Real Estate Coordinator II (19)”.

Under Pay Range 2DN, delete footnote designation “(3)” from the title “Rent Assistance Specialist III (3)”.

Under Pay Range 2HX, delete the title “Health Personnel Officer (5)” and add the title “Health Personnel Officer “(4)”.

Part 4. Part 1, Section 2 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2018 - December 31, 2017):

Under Pay Range 2EN, add the title “Library Marketing Specialist”.

Part 5. Part 1, Section 2 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2019 - December 30, 2018):

Under Pay Range 2EN, add the title “Water Treatment Plant Operator (19)” and add footnote “(19)” to read:

“(19) Minimum recruitment is \$1,815.69 biweekly (\$47,207.94). Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.”

Under Pay Range 2GN, add the title “Senior Water Treatment Plant Operator (13)” and add footnote “(13)” to read:

“(13) Minimum recruitment is \$2,268.77 biweekly (\$58,988.02). 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. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.”

Under Pay Range 2IX, add the title “Inspector General (6)” and add footnote “(6)” to read as follows:

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

Part 6. Part 1, Section 3 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2019 - December 30, 2018):

Under Pay Range 3GN, delete the title “Water Treatment Plant Operator (4)(5)(6)” and delete footnotes “(4)”, “(5)”, and “(6)” in their entirety.

Under Pay Range 3PN, delete the title “Senior Water Treatment Plant Operator”.

Part 7. Part 1, Section 4 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2019 - December 30, 2018):

4B-Pay Range 801
Official Rate Biweekly

POLICE OFFICER (1) (2) (3) (4) (5) (6) (7) (8)
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Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	30.24	33.07	36.74	38.15	40.31
Biweekly	2,419.08	2,645.84	2,939.29	3,051.86	3,225.11
Annual	63,068.87	68,980.83	76,631.49	79,566.35	84,083.22

(1) **Associate’s Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	30.49	33.32	36.99	38.40	40.56
Biweekly	2,438.88	2,665.67	2,959.07	3,071.65	3,244.94
Annual	63,585.08	69,497.82	77,147.18	80,082.30	84,600.22

(2) **Bachelor’s Degree** – (an employee who has attained and maintained)

Hourly	30.80	33.63	37.30	38.70	40.87
Biweekly	2,463.63	2,690.40	2,983.82	3,096.39	3,269.66
Annual	64,230.35	70,142.57	77,792.45	80,727.31	85,244.71

(3) **Master’s Degree or Higher** – (an employee who has attained and maintained)

Hourly	30.92	33.75	37.42	38.83	40.99
Biweekly	2,473.54	2,700.31	2,993.73	3,106.29	3,279.59
Annual	64,488.72	70,400.94	78,050.82	80,985.42	85,503.59

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	21.54	28.72	31.41	34.89	36.23	38.29
Biweekly	1,723.10	2,297.47	2,512.84	2,791.53	2,898.42	3,062.98
Annual	44,923.68	59,898.32	65,513.33	72,779.17	75,565.95	79,856.26

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	28.95	31.65	35.13	36.47	38.52
Biweekly	2,316.28	2,531.65	2,810.33	2,917.22	3,081.79
Annual	60,388.73	66,003.73	73,269.32	76,056.09	80,346.67

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	29.25	31.94	35.42	36.76	38.82
Biweekly	2,339.78	2,555.16	2,833.82	2,940.72	3,105.30
Annual	61,001.41	66,616.67	73,881.73	76,668.77	80,959.61

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	29.36	32.06	35.54	36.88	38.93
Biweekly	2,349.18	2,564.54	2,843.20	2,950.14	3,114.69
Annual	61,246.48	66,861.22	74,126.28	76,914.36	81,204.42

(7) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

(8) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

4C-Pay Range 804

Official Rate Biweekly

COURT LIAISON OFFICER (2) (3) (4) (5) (6) (7)
FORENSIC INVESTIGATOR (2) (3) (4) (5) (6) (7)
POLICE ALARM OPERATOR (1) (2) (3) (4) (6) (7)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	39.20	40.41	41.68
Biweekly	3,135.86	3,233.00	3,334.30
Annual	81,756.35	84,288.93	86,929.96

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.45	40.66	41.93
Biweekly	3,155.64	3,252.79	3,354.09
Annual	82,272.04	84,804.88	87,445.92

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	39.76	40.97	42.24
Biweekly	3,180.43	3,277.54	3,378.83
Annual	82,918.35	85,450.15	88,090.92

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	39.88	41.09	42.36
Biweekly	3,190.32	3,287.45	3,388.73
Annual	83,176.20	85,708.52	88,349.03

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	37.23	38.38	39.58
Biweekly	2,978.19	3,070.47	3,166.67
Annual	77,645.67	80,051.54	82,559.61

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	37.46	38.62	39.82
Biweekly	2,997.00	3,089.26	3,185.46
Annual	78,136.07	80,541.42	83,049.49

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	37.76	38.91	40.11
Biweekly	3,020.53	3,112.76	3,208.97
Annual	78,749.53	81,154.10	83,662.43

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	37.87	39.03	40.23
Biweekly	3,029.92	3,122.16	3,218.35
Annual	78,994.34	81,399.17	83,906.98

- (7) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

4F-Pay Range 808

Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)
DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)
FORENSIC VIDEO EXAMINER (1) (2) (3) (4) (5) (6)
LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

POLICE LIAISON OFFICER (1) (2) (3) (4) (5) (6)
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Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	41.22	42.82	44.47
Biweekly	3,297.99	3,425.32	3,557.84
Annual	85,983.31	89,302.98	92,757.97

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	41.47	43.06	44.72
Biweekly	3,317.78	3,445.14	3,577.62
Annual	86,499.26	89,819.72	93,273.66

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	41.78	43.37	45.03
Biweekly	3,342.55	3,469.87	3,602.39
Annual	87,145.05	90,464.47	93,919.45

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	41.91	43.50	45.15
Biweekly	3,352.46	3,479.76	3,612.29
Annual	87,403.42	90,722.31	94,177.56

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	39.15	40.66	42.24
Biweekly	3,132.18	3,253.10	3,378.97
Annual	81,660.41	84,812.96	88,094.57

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.39	40.90	42.47
Biweekly	3,150.98	3,271.93	3,397.75
Annual	82,150.55	85,303.89	88,584.19

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	39.68	41.19	42.77
Biweekly	3,174.50	3,295.42	3,421.27
Annual	82,763.75	85,916.31	89,197.39

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	39.80	41.31	42.88
Biweekly	3,183.91	3,304.82	3,430.68
Annual	83,009.08	86,161.38	89,442.73

4H-Pay Range 812
Official Rate Biweekly

CHIEF LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)
IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	44.50	45.96	47.42
Biweekly	3,560.11	3,676.93	3,793.82
Annual	92,817.15	95,862.82	98,910.30

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	44.75	46.21	47.67
Biweekly	3,579.91	3,696.72	3,813.60
Annual	93,333.37	96,378.77	99,426.00

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	45.06	46.52	47.98
Biweekly	3,604.67	3,721.49	3,838.39
Annual	93,978.89	97,024.56	100,072.31

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	45.18	46.64	48.10
Biweekly	3,614.56	3,731.37	3,848.28
Annual	94,236.74	97,282.14	100,330.15

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly	42.26	43.65	45.04
Biweekly	3,381.11	3,492.06	3,603.08
Annual	88,150.37	91,042.99	93,937.44

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	42.50	43.89	45.27
Biweekly	3,399.92	3,510.89	3,621.88
Annual	88,640.77	91,533.92	94,427.58

(5) **Bachelor’s Degree** – (an employee who has attained and maintained)

Hourly	42.79	44.18	45.57
Biweekly	3,423.43	3,534.38	3,645.41
Annual	89,253.71	92,146.33	95,041.04

(6) **Master’s Degree or Higher** – (an employee who has attained and maintained)

Hourly	42.91	44.30	45.68
Biweekly	3,432.85	3,543.78	3,654.79
Annual	89,499.30	92,391.41	95,285.59

Part 8. Part 1, Section 7 of ordinance File Number 180628 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2019 - December 30, 2018):

Under Pay Range 7LN, delete the title “Water System Operator”.

Part 9. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 10. The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2018 (December 31, 2017).

Part 11. The provisions of Parts 2, 5, 6, 7, and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2019 (December 30, 2018).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 12. This ordinance will take effect and be in force from and after its passage and publication.

..Drafter
City Clerk's Office
Chris Lee
01/04/19