

# CC #190563 – Actual Salary Ordinance Changes

## PART I

### SECTION 1: OFFICIALS AND ADMINISTRATORS

#### Pay Range 1AX

Official Rate Biweekly

BUILDING SERVICES SUPERVISOR II (1) (4)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2) (4) (5)
FLEET TRAINING SUPERVISOR (1) (2) (4) (5)
FORENSIC PROCESSOR SUPERVISOR
HEALTH PROJECT SUPERVISOR – DADS
HEALTH PROJECT COORDINATOR – WIC
INVENTORY MANAGER
PARKING ENFORCEMENT SUPERVISOR
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (3) (6)
SANITATION SUPERVISOR (1) (2) (4) (5)
SELF-HELP YARD SUPERVISOR (1) (2) (4) (5)
STREET REPAIR SUPERVISOR (1) (4)
TOW LOT SUPERVISOR

#### Wage Rate:

Hourly	23.40	30.49
<b>Biweekly</b>	<b>1,871.92</b>	<b>2,439.48</b>
Annual	48,669.92	63,426.48

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

Biweekly	2,182.55
Annual	56,746.30

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (3) Recruitment is at:

Biweekly	1,895.62
Annual	49,286.12

#### Resident Wage Incentive:

Hourly	24.10	31.41
<b>Biweekly</b>	<b>1,928.08</b>	<b>2,512.66</b>
Annual	50,130.08	65,329.16

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

Biweekly	2,248.03
Annual	58,448.78

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (6) Recruitment is at:

Biweekly	1,952.49
Annual	50,764.74

## Pay Range 1DX

Official Rate Biweekly

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

WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

**Wage Rate:**

Hourly	26.38	36.93
<b>Biweekly</b>	<b>2,110.18</b>	<b>2,954.08</b>
Annual	54,864.68	76,806.08

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

Biweekly	2,278.96
Annual	59,252.96

(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) 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) Recruitment is at:

Biweekly	2,384.62
Annual	62,000.12

(5) Recruitment is at:

Biweekly	2,248.55
Annual	58,462.30

(6) Recruitment is at:

Biweekly	2,543.02
Annual	66,118.52

**Resident Wage Incentive:**

Hourly	27.17	38.03
<b>Biweekly</b>	<b>2,173.49</b>	<b>3,042.70</b>
Annual	56,510.74	79,110.20

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

Biweekly	2,347.33
Annual	61,030.58

(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) 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.

(10) Recruitment is at:

Biweekly	2,456.16
Annual	63,860.16

(11) Recruitment is at:

Biweekly	2,316.01
Annual	60,216.26

(12) Recruitment is at:

Biweekly	2,619.31
Annual	68,102.06

## Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM COORDINATOR (9) (24)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (17) (18)
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)
IN REM PROPERTY DISPOSITION MANAGER
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
<b>Biweekly</b>	<b>2,248.55</b>	<b>3,147.86</b>
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
<b>Biweekly</b>	<b>2,316.01</b>	<b>3,242.30</b>
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)
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
<b>Biweekly</b>	<b>2,397.63</b>	<b>3,356.55</b>
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
<b>Biweekly</b>	<b>2,469.56</b>	<b>3,457.25</b>
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)
POLICE FACILITIES MANAGER
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
<b>Biweekly</b>	<b>2,555.18</b>	<b>3,577.30</b>
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
<b>Biweekly</b>	<b>2,631.84</b>	<b>3,684.62</b>
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
PORT MARKETING MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

**Wage Rate:**

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
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
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
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 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER (6) (13)
BRIDGE MAINTENANCE MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (9)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (9)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (12)
EMERGENCY COMMUNICATIONS MANAGER (4) (11)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (8)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (13)
ERS CHIEF FINANCIAL OFFICER (2) (9)
ERS SYSTEMS MANAGER (6) (13)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (9)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (9)
FUNCTIONAL APPLICATIONS MANAGER (3) (10)
GRANTS FISCAL MANAGER

HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (9)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (9)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (9)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (9)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (14)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (9)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (9)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (12)
TRANSPORTATION ENGINEERING PLANNER (5) (12)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (9)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (9)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (5) (12)
WORKER’S COMPENSATION AND SAFETY MANAGER

**Wage Rate:**

Hourly	36.29	50.80
<b>Biweekly</b>	<b>2,903.01</b>	<b>4,064.20</b>
Annual	75,478.26	105,669.20

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

Biweekly	3,785.51
Annual	98,423.26

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

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

Biweekly	3,228.14
Annual	83,931.64

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

Biweekly	3,210.81
Annual	83,481.06

(5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

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

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

Biweekly	3,334.13
Annual	86,687.38

**Resident Wage Incentive:**

Hourly	37.38	52.33
<b>Biweekly</b>	<b>2,990.10</b>	<b>4,186.13</b>
Annual	77,742.60	108,839.38

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

Biweekly	3,899.08
Annual	101,376.08

(9) 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.

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

Biweekly	3,324.98
Annual	86,449.48

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

Biweekly	3,307.13
Annual	85,985.38

(12) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

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

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

Biweekly	3,434.15
Annual	89,287.90

**Pay Range 1JX**

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (4)
ASSESSMENT OPERATIONS DIRECTOR (1) (4)

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

**Wage Rate:**

Hourly	38.67	54.15
<b>Biweekly</b>	<b>3,093.92</b>	<b>4,331.80</b>
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
<b>Biweekly</b>	<b>3,186.74</b>	<b>4,461.75</b>
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

## SECTION 2: PROFESSIONALS

### Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (8) (11)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (12)
BRANCH LIBRARY SERVICES ASSISTANT (7) (14)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
CLAIMS ADJUSTER
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (12)
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (9) (12)
GRAPHIC DESIGNER – LEAD (5) (12)
LEGISLATIVE ASSISTANT (3) (10)
LIBRARY TECHNICIAN IV (7) (14)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (14)
MEDIA SPECIALIST (6) (13)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (12)
RECAST PROGRAM COORDINATOR (5) (12)
RENT ASSISTANCE INSPECTOR (6) (13)
RENT ASSISTANCE SPECIALIST II (6) (13)

### Wage Rate:

Hourly	19.17	26.84
<b>Biweekly</b>	<b>1,533.87</b>	<b>2,147.11</b>
Annual	39,880.62	55,824.86

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

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

Biweekly	2,025.15
Annual	52,653.90

- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.  
 (4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

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

Biweekly	1,779.17
Annual	46,258.42

**Resident Wage Incentive:**

Hourly	19.75	27.64
<b>Biweekly</b>	<b>1,579.89</b>	<b>2,211.52</b>
Annual	41,077.14	57,499.52

(8) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

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

Biweekly	2,085.90
Annual	54,233.40

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(12) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(14) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

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

Biweekly	1,832.55
Annual	47,646.30

## 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) (22)
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
<b>Biweekly</b>	<b>1,742.53</b>	<b>2,439.48</b>
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
<b>Biweekly</b>	<b>1,794.81</b>	<b>2,512.66</b>
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 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)
TRADE DEVELOPMENT REPRESENTATIVE
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKFORCE OUTREACH SPECIALIST

**Wage Rate:**

Hourly	23.40	32.51
<b>Biweekly</b>	<b>1,871.92</b>	<b>2,600.60</b>
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
<b>Biweekly</b>	<b>1,928.08</b>	<b>2,678.62</b>
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 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
AUDITOR
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (8) (17)
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (16)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (5) (14)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (4) (13)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (9) (18)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (15)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

### Wage Rate:

Hourly	24.74	34.65
<b>Biweekly</b>	<b>1,979.57</b>	<b>2,771.65</b>
Annual	51,468.82	72,062.90

- (1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (2) Recruitment is at:

Biweekly	2,314.33
Annual	60,172.58

(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) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

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

Biweekly	2,296.40
Annual	59,706.40

(5) Recruitment is at:

Biweekly	2,183.35
Annual	56,767.10

(6) Benjamin Timm is authorized at the following rate:

Biweekly	2,792.23
Annual	72,597.98

(7) Tory Kress is authorized at the following rate:

Biweekly	2,800.80
Annual	72,820.80

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

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

### **Resident Wage Incentive:**

Hourly	25.49	35.69
<b>Biweekly</b>	<b>2,038.96</b>	<b>2,854.80</b>
Annual	53,012.96	74,224.80

(10) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(11) Recruitment is at:

Biweekly	2,383.76
Annual	61,977.76

(12) 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.

(13) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

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

Biweekly	2,365.29
Annual	61,497.54

(14) Recruitment is at:

Biweekly	2,248.85
Annual	58,470.10

(15) Benjamin Timm is authorized at the following rate:

Biweekly	2,876.00
Annual	74,776.00

(16) Tory Kress is authorized at the following rate:

Biweekly	2,884.82
Annual	75,005.32

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

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

## 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 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
TRADE DEVELOPMENT REPRESENTATIVE – SENIOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (5)
WATER WORKS PERSONNEL OFFICER

## Wage Rate:

Hourly	26.38	36.93
<b>Biweekly</b>	<b>2,110.18</b>	<b>2,954.08</b>
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
<b>Biweekly</b>	<b>2,173.49</b>	<b>3,042.70</b>
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
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

**Wage Rate:**

Hourly	28.11	39.35
<b>Biweekly</b>	<b>2,248.55</b>	<b>3,147.86</b>
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
<b>Biweekly</b>	<b>2,316.01</b>	<b>3,242.30</b>
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 2LX

Official Rate Biweekly

BUDGET AND POLICY MANAGER
CAPITAL AND DEBT SPECIALIST
DEVELOPMENT PROJECTS COORDINATOR
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (2) (4)
ERS SERVER ADMINISTRATOR (2) (4)
ERS SOFTWARE DEVELOPER (2) (4)
FMIS PROJECT MANAGER
INFORMATION SYSTEMS MANAGER – MILWAUKEE POLICE DEPARTMENT
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER
SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (3)

## Wage Rate:

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
Annual	70,827.12	99,154.38

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

Biweekly	3,029.19
Annual	78,758.94

- (2) Recruitment may be at any point in the range with DER approval.

## Resident Wage Incentive:

Hourly	35.07	49.10
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
Annual	72,951.84	102,129.04

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

Biweekly	3,120.07
Annual	81,121.82

- (4) Recruitment may be at any point in the range with DER approval.

## SECTION 3: TECHNICIANS

### Pay Range 3LN

Official Rate Biweekly

BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (7)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (4) (10)
ENVIRONMENTAL HEALTH SPECIALIST (5) (11)
DRIVER TRAINING INSTRUCTOR
PUBLIC WORKS INSPECTOR II (2) (3) (6) (8) (9) (12)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (4) (10)

### Wage Rate:

Hourly	20.45	28.41
<b>Biweekly</b>	<b>1,636.11</b>	<b>2,272.88</b>
Annual	42,538.86	59,094.88

- (1) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (2) 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.
- (3) 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.
- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,636.11	1,731.26	1,897.83	2,053.02	2,208.87	2,272.88
Annual	42,538.86	45,012.76	49,343.58	53,378.52	57,430.62	59,094.88

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,897.83	1,967.53	2,039.79	2,114.71	2,192.37	2,272.88
Annual	49,343.58	51,155.78	53,034.54	54,982.46	57,001.62	59,094.88

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

**Resident Wage Incentive:**

Hourly	21.06	29.26
<b>Biweekly</b>	<b>1,685.19</b>	<b>2,341.07</b>
Annual	43,814.94	60,867.82

(7) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(8) 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.

(9) 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.

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

Biweekly	1,685.19	1,783.20	1,954.76	2,114.61	2,275.14	2,341.07
Annual	43,814.94	46,363.20	50,823.76	54,979.86	59,153.64	60,867.82

(11) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,954.76	2,026.56	2,100.98	2,178.15	2,258.14	2,341.07
Annual	50,823.76	52,690.56	54,625.48	56,631.90	58,711.64	60,867.82

(12) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

**Pay Range 3SN**

Official Rate Biweekly

COMMUNICATIONS FACILITIES COORDINATOR (1) (2)

**Wage Rate:**

Hourly	29.84	38.40
<b>Biweekly</b>	<b>2,386.91</b>	<b>3,072.07</b>
Annual	62,059.66	79,873.82

(1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

**Resident Wage Incentive:**

Hourly	30.73	39.55
<b>Biweekly</b>	<b>2,458.52</b>	<b>3,164.23</b>
Annual	63,921.52	82,269.98

(2) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

**SECTION 5: PARAPROFESSIONALS**

**Pay Range 5FN**

Official Rate Biweekly

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

**Wage Rate:**

Hourly	19.48	23.20
<b>Biweekly</b>	<b>1,558.30</b>	<b>1,855.70</b>
Annual	40,515.80	48,248.20

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

Biweekly	2,522.97
Annual	65,597.22

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

**Resident Wage Incentive:**

Hourly	20.06	23.89
<b>Biweekly</b>	<b>1,605.05</b>	<b>1,911.37</b>
Annual	41,731.30	49,695.62

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

Biweekly	2,598.66
Annual	67,565.16

(4) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

## SECTION 6: ADMINISTRATIVE SUPPORT

### Pay Range 6EN

Official Rate Biweekly

COURT SERVICES ASSISTANT II (1) (2)
HEALTH SERVICES ASSISTANT I (1) (2)
LIBRARY CIRCULATION ASSISTANT I
LIBRARY TECHNICIAN II (1) (2)
OFFICE ASSISTANT II (1) (2)
OFFICE CLERK II (1) (2)
RECORDS TECHNICIAN II (1) (2)

### Wage Rate:

Hourly	13.59	17.27
<b>Biweekly</b>	<b>1,087.19</b>	<b>1,381.63</b>
Annual	28,266.94	35,922.38

(1) Recruitment is at:

Biweekly	1,174.19
Annual	30,528.94

### Resident Wage Incentive:

Hourly	14.00	17.79
<b>Biweekly</b>	<b>1,119.81</b>	<b>1,423.08</b>
Annual	29,115.06	37,000.08

(2) Recruitment is at:

Biweekly	1,209.42
Annual	31,444.92

### Pay Range 6FN

Official Rate Biweekly

AUDIO MACHINE TECHNICIAN (3) (7)
COMMUNICATIONS ASSISTANT I (2) (6)
COURT SERVICES ASSISTANT III (3) (7)
CUSTOMER SERVICE REPRESENTATIVE I (3) (7)
DUPLICATING EQUIPMENT OPERATOR I
HEALTH SERVICES ASSISTANT II (3) (7)
LIBRARY CIRCULATION ASSISTANT II (2) (6)
LIBRARY TECHNICIAN III (3) (7)
MAIL PROCESSOR
OFFICE ASSISTANT III (3) (7)
POLICE RECORDS SPECIALIST I (4) (8)
TOW LOT ASSISTANT I (2) (6)
TRANSCRIPTIONIST III (1) (5)
UCC CUSTOMER SERVICE REPRESENTATIVE I (2) (6)

**Wage Rate:**

Hourly	14.74	18.46
<b>Biweekly</b>	<b>1,179.38</b>	<b>1,477.16</b>
Annual	30,663.88	38,406.16

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

Biweekly	1,276.46	1,482.77
Annual	33,187.96	38,552.02

- (2) Recruitment is at:

Biweekly	1,233.69
Annual	32,075.94

- (3) Recruitment is at:

Biweekly	1,335.26
Annual	34,716.76

- (4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,335.26	1,422.05	1,514.48	1,612.93
Annual	34,716.76	36,973.30	39,376.48	41,936.18

**Resident Wage Incentive:**

Hourly	15.18	19.02
<b>Biweekly</b>	<b>1,214.76</b>	<b>1,521.47</b>
Annual	31,583.76	39,558.22

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

Biweekly	1,314.75	1,527.25
Annual	34,183.50	39,708.50

- (6) Recruitment is at:

Biweekly	1,270.70
Annual	33,038.20

(7) Recruitment is at:

Biweekly	1,375.32
Annual	35,758.32

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,375.32	1,464.71	1,559.91	1,661.32
Annual	35,758.32	38,082.46	40,557.66	43,194.32

## SECTION 7: SKILLED CRAFT

### Pay Range 7DN

Official Rate Biweekly

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

### Wage Rate:

Hourly	17.94	22.39
<b>Biweekly</b>	<b>1,435.16</b>	<b>1,791.04</b>
Annual	37,314.16	46,567.04

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

Biweekly	1,584.05
Annual	41,185.30

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

(2) 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.

(3) Recruitment is at:

Biweekly	1,603.83
Annual	41,699.58

(4) Recruitment is at:

Biweekly	1,508.47
Annual	39,220.22

(5) 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
<b>Biweekly</b>	<b>1,478.21</b>	<b>1,844.77</b>
Annual	38,433.46	47,964.02

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

Biweekly	1,631.57
Annual	42,420.82

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

- (7) 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.
- (8) Recruitment is at:

Biweekly	1,651.94
Annual	42,950.44

- (9) Recruitment is at:

Biweekly	1,553.72
Annual	40,396.72

- (10) 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 7HN**

Official Rate Biweekly

ELECTRICAL SERVICES WELDER (5) (16)
FACILITIES MAINTENANCE MECHANIC (4) (15)
FIRE BUILDING AND EQUIPMENT MAINTENANCE SPECIALIST
FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN
FIRE EQUIPMENT MACHINIST
FIRE EQUIPMENT WELDER (1) (2) (3) (12) (13) (14)
FIRE MECHANIC II (8) (9) (19) (20)

FIRE MECHANIC III (9) (10) (20) (21)
URBAN FORESTRY SPECIALIST (6) (7) (11) (17) (18) (22)
WATER PLANT FACILITY MECHANIC (4) (15)

**Wage Rate:**

Hourly	20.08	25.02
<b>Biweekly</b>	<b>1,606.68</b>	<b>2,001.89</b>
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, An-

drew 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.

### Resident Wage Incentive:

Hourly	20.69	25.77
<b>Biweekly</b>	<b>1,654.88</b>	<b>2,061.95</b>
Annual	43,026.88	53,610.70

- (12) 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

- (13) 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.
- (14) 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.
- (15) 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

- (16) Recruitment is at:

Biweekly	1,809.81
Annual	47,055.06

- (17) **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

- (18) 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

- (19) **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

- (20) **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.  
 (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	2,183.16	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

- (22) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.

## Pay Range 7JN

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (7) (14)
ELECTRICAL SERVICES BLACKSMITH (1) (8)
ELECTRICAL SERVICES MACHINIST I (1) (8)
FLEET SERVICES WELDER (7) (14)
PAINTER LEADWORKER, HOUSE (2) (3) (4) (9) (10) (11)
PAINTER, BRIDGE AND IRON (5) (12)
PORT OPERATIONS TECHNICIAN (6) (13)

**Wage Rate:**

Hourly	22.88	27.83
<b>Biweekly</b>	<b>1,830.32</b>	<b>2,226.04</b>
Annual	47,588.32	57,877.04

- (1) Recruitment is at:

Biweekly	1,929.82
Annual	50,175.32

- (2) An employee in the Painter Leadworker, 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	2,198.57
Annual	57,162.82

- (5) Recruitment is at:

Biweekly	2,226.04
Annual	57,877.04

- (6) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any rate in the range based upon experience and credentials with the approval of DER. Employees will advance 2% of base pay up to the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,487.87	2,244.00
Annual	38,684.62	58,344.00

- (7) Maximum rate of pay is at:

Biweekly	2,188.47
Annual	56,900.22

**Resident Wage Incentive:**

Hourly	23.57	28.66
<b>Biweekly</b>	<b>1,885.23</b>	<b>2,292.82</b>
Annual	49,015.98	59,613.32

- (8) Recruitment is at:

Biweekly	1,987.71
Annual	51,680.46

- (9) An employee in the Painter Leadworker, 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.

(10) 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.

(11) Recruitment is at:

Biweekly	2,264.53
Annual	58,877.78

(12) Recruitment is at:

Biweekly	2,292.82
Annual	59,613.32

(13) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any rate in the range based upon experience and credentials with the approval of DER. Employees will advance 2% of base pay up to the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,532.51	2,311.32
Annual	39,845.26	60,094.32

(14) Maximum rate of pay is at:

Biweekly	2,254.12
Annual	58,607.12

## Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (8)
HVAC CONTROL TECHNICIAN (7) (14)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (9) (10)
MUNICIPAL SERVICES ELECTRICIAN (4) (5) (11) (12)
SEWER MASON (1) (8)
WATER PLANT HVAC MAINTENANCE TECHNICIAN (6) (13)
WATER PLANT MACHINE REPAIRPERSON (6) (13)

## Wage Rate:

Hourly	33.67	33.90
<b>Biweekly</b>	<b>2,693.87</b>	<b>2,711.65</b>
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 Milwaukee 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

- (7) 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	2,317.39	2,982.59
Annual	60,252.14	77,547.34

**Resident Wage Incentive:**

Hourly	34.68	34.91
<b>Biweekly</b>	<b>2,774.69</b>	<b>2,793.00</b>
Annual	72,141.94	72,618.00

- (8) 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.
- (9) 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

- (10) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

- (11) 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

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

Biweekly	2,634.18
Annual	68,488.68

(12) 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.

(13) 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

(14) 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	2,386.91	3,072.07
Annual	62,059.66	79,873.82

## SECTION 8: SERVICE AND MAINTENANCE

### Pay Range 8DN

Official Rate Biweekly

CITY LABORER (8) (13) (21) (26)
CUSTODIAL WORKER II – CITY LABORER (1) (2) (3) (4) (5) (6) (7) (10) (14) (15) (16) (17) (18) (19) (20) (23)
GARAGE ATTENDANT (4) (9) (11) (17) (22) (24)
LOCATOR TECHNICIAN (12) (25)
SANITATION YARD ATTENDANT (11) (24)
TOW LOT ATTENDANT (11) (24)

### Wage Rate:

Hourly	16.28	19.45
<b>Biweekly</b>	<b>1,302.21</b>	<b>1,555.77</b>
Annual	33,857.46	40,450.02

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of:

Biweekly	1,567.43
Annual	40,753.18

- (4) 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.
- (5) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.
- (6) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of:

Biweekly	1,567.43
Annual	40,753.18

- (8) Recruitment is at the minimum of the following range. An employee who successfully passes a 9-month probation period and meets standards on a performance review shall move to step 2 in the range and an employee who completes 2,080 hours in this title and meets standards on a performance review shall move to step 3 in the range:

Biweekly	1,208.02	1,292.58	1,417.02
Annual	31,408.52	33,607.08	36,842.52

- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.

- (10) Recruitment is at:

Biweekly	1,403.06
Annual	36,479.56

- (11) Recruitment is at:

Biweekly	1,417.02
Annual	36,842.52

- (12) Recruitment is at:

Biweekly	1,292.58
Annual	33,607.08

Probationary Increment is at:

Biweekly	1,417.02
Annual	36,842.52

- (13) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

**Resident Wage Incentive:**

Hourly	16.77	20.03
<b>Biweekly</b>	<b>1,341.28</b>	<b>1,602.44</b>
Annual	34,873.28	41,663.44

- (14) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.

(15) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.

(16) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of:

Biweekly	1,614.45
Annual	41,975.70

(17) 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.

(18) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.

(19) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.

(20) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of:

Biweekly	1,614.45
Annual	41,975.70

(21) Recruitment is at the minimum of the following range. An employee who successfully passes a 9-month probation period and meets standards on a performance review shall move to step 2 in the range and an employee who completes 2,080 hours in this title and meets standards on a performance review shall move to step 3 in the range:

Biweekly	1,244.26	1,331.36	1,459.53
Annual	32,350.76	34,615.36	37,947.78

(22) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.

(23) Recruitment is at:

Biweekly	1,445.15
Annual	37,573.90

(24) Recruitment is at:

Biweekly	1,459.53
Annual	37,947.78

(25) Recruitment is at:

Biweekly	1,331.36
Annual	34,615.36

Probationary Increment is at:

Biweekly	1,459.53
Annual	37,947.78

(26) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

## Pay Range 8LN

Official Rate Biweekly

TIRE REPAIR WORKER III
------------------------

WATER REPAIR WORKER (1) (2) (3) (4)

**Wage Rate:**

Hourly	21.79	24.77
<b>Biweekly</b>	<b>1,743.35</b>	<b>1,981.44</b>
Annual	45,327.10	51,517.44

- (1) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (2) Operate Hydro-Vac to be paid an additional 2% biweekly.

**Resident Wage Incentive:**

Hourly	22.45	25.51
<b>Biweekly</b>	<b>1,795.65</b>	<b>2,040.88</b>
Annual	46,686.90	53,062.88

- (3) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (4) Operate Hydro-Vac to be paid an additional 2% biweekly.

## **PART II – ADMINISTRATION**

### **SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES**

- b. Effective Pay Period 1, 2016 (December 20, 2015) non-represented sworn management members of the Milwaukee Fire Department, who hold the rank of Battalion Chief, Deputy Chief, Assistant Chief, or Chief, hired prior to October 3, 2011, and who are newly required to make the member contribution as a result of Common council File #141568, shall be eligible to receive a salary adjustment equivalent to 2.9% of the base rate that was in effect at the end of Pay Period 26, 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.