



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Deborah Ford**  
Labor Negotiator

January 26, 2016

The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

To implement the rates of pay for Pay Period 25, 2016 contained in the 2015-2016 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS**  
**(Part I, Section 4, Milwaukee Police Supervisors' Organization)**

**1. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired prior to October 3, 2011\*:

Pay Range 831

Official Rate - Biweekly

2,888.70    2,997.51    3,110.81    3,228.55    3,350.98    3,478.40

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,907.55, 3,016.40, 3,129.67, 3,247.43, 3,369.85, 3,497.26."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,931.14, 3,040.00, 3,153.25, 3,271.00, 3,393.45, 3,520.86."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an



employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,940.59, 3,049.43, 3,162.69, 3,280.44, 3,402.89, 3,530.29."

Pay Range 835

Official Rate - Biweekly

3,117.59    3,237.98    3,363.24    3,493.41    3,628.84    3,769.49

Amend footnote designation "1/" to read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,136.18, 3,256.52, 3,381.78, 3,511.96, 3,647.42, 3,788.06."

Replace footnote designation "2/" with the following: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,159.37, 3,279.73, 3,404.99, 3,535.18, 3,670.59, 3,811.26."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,168.64, 3,288.98, 3,414.25, 3,544.43, 3,679.89, 3,820.51."

Pay Range 836

Official Rate - Biweekly

3,237.98    3,363.24    3,493.41    3,628.84    3,769.49    3,915.96

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,256.52, 3,381.78, 3,511.96, 3,647.42, 3,788.06, 3,934.52."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,279.73, 3,404.99, 3,535.18, 3,670.59, 3,811.26, 3,957.71."

Amend footnote designation "5/" to read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,288.98, 3,414.25, 3,544.43, 3,679.89, 3,820.51, 3,967.01."

Pay Range 839

Official Rate - Biweekly

3,628.84    3,769.49    3,915.96    4,068.25    4,226.69    4,391.38

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,647.42, 3,788.06, 3,934.52, 4,086.79, 4,245.27, 4,409.93."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,670.59, 3,811.26, 3,957.71, 4,109.99, 4,268.43, 4,433.12."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,679.89, 3,820.51, 3,967.01, 4,119.25, 4,277.72, 4,442.41."

Pay Range 842

Official Rate - Biweekly

4,068.25    4,226.69    4,391.38    4,562.73    4,740.90    4,926.20

Amend footnote designation "2/" to read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,086.79, 4,245.27, 4,409.93, 4,581.26, 4,759.43, 4,944.74."

Amend footnote designation "3/" to read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,109.99, 4,268.43, 4,433.12, 4,604.48, 4,782.64, 4,967.93."

Amend footnote designation "4/" to read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,119.25, 4,277.72, 4,442.41, 4,613.74, 4,791.92, 4,977.21."

\*Pursuant to the Negotiation Note dated December 4, 2015

**2. EFFECTIVE PAY PERIOD 25, 2016 (November 20, 2016)**

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay for those employees hired on or after October 3, 2011\*:

Pay Range 831

Official Rate - Biweekly

2,730.34    2,833.20    2,940.28    3,051.57    3,167.28    3,287.72

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,748.15, 2,851.03, 2,958.10, 3,069.39, 3,185.12, 3,305.54."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,770.45, 2,873.35, 2,980.38, 3,091.69, 3,207.43, 3,327.84."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,779.39, 2,882.26, 2,989.31, 3,100.61, 3,216.33, 3,336.76."

Pay Range 835

Official Rate - Biweekly

2,946.69 3,060.47 3,178.88 3,301.91 3,429.91 3,562.86

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,964.25, 3,078.00, 3,196.39, 3,319.42, 3,447.46, 3,580.39."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,986.17, 3,099.93, 3,218.32, 3,341.37, 3,469.36, 3,602.32."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,994.94, 3,108.69, 3,227.09, 3,350.12, 3,478.15, 3,611.08."

Pay Range 836

Official Rate - Biweekly

3,060.47 3,178.88 3,301.91 3,429.91 3,562.86 3,701.28

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,078.00, 3,196.39, 3,319.42, 3,447.46, 3,580.39, 3,718.83."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,099.93, 3,218.32, 3,341.37, 3,469.36, 3,602.32, 3,740.75."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,108.69, 3,227.09, 3,350.12, 3,478.15, 3,611.08, 3,749.53."

Pay Range 839

Official Rate - Biweekly

3,429.91 3,562.86 3,701.28 3,845.23 3,994.99 4,150.64

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be

paid the following biweekly rates: 3,447.46, 3,580.39, 3,718.83, 3,862.75, 4,012.53, 4,168.18.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,469.36, 3,602.32, 3,740.75, 3,884.68, 4,034.43, 4,190.09.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,478.15, 3,611.08, 3,749.53, 3,893.43, 4,043.22, 4,198.88.”

Pay Range 842

Official Rate - Biweekly

3,845.23	3,994.99	4,150.64	4,312.60	4,480.99	4,656.13
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Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 25, 2015, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,862.75, 4,012.53, 4,168.18, 4,330.12, 4,498.52, 4,673.67.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 25, 2015, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,884.68, 4,034.43, 4,190.09, 4,352.06, 4,520.46, 4,695.58.”

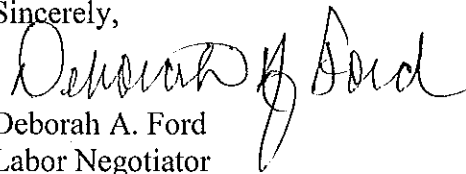
Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 25, 2015, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,893.43, 4,043.22, 4,198.88, 4,360.82, 4,529.22, 4,704.36.”

\*Pursuant to the Negotiation Note dated December 4, 2015

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 150312.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,

  
Deborah A. Ford  
Labor Negotiator

cc: Cynthia Ratliff  
Melody Johnson  
Faranda Wragg  
Michelle Stein  
Renee Keinert