



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue IV
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

To: Chris Lee
Staff Assistant
Finance and Personnel Committee
Common Council
City of Milwaukee

From: Andrea Knickerbocker
Human Resources Manager
Department of Employee Relations
City of Milwaukee

Date: December 6, 2022

Re: Common Council File No. 221154

Please make the following corrections to the 2022 Salary Ordinance:

1. Under Pay Range 2EN:

- Delete contents and replace with the following:

(5) Recruitment is at:

Biweekly	2,488.27	2,621.95
Annual	64,695.02	68,170.70

(22) Recruitment is at:

Biweekly	2,562.92	2,700.61
Annual	66,635.92	70,215.86

2. Under Pay Range 2GN:

- Delete footnote (34) from the titles 'Plan Examiner II' and 'Mechanical Plan Examiner II'
- Add footnote (36) to the titles 'Plan Examiner II' and 'Mechanical Plan Examiner II'

3. Under Pay Range 3BN:

- Delete Wage Rate table and replace with the following:

Hourly	16.23	19.60
Biweekly	1,298.61	1,568.05
Annual	33,763.86	40,769.30

4. Under Part II, Section 5: Promotions and Special Pay Practices, C:

- Delete contents and replace with the following:

C. Pay Equity Adjustments: In order to establish flexibility to address internal equity problems, the Department of Employee Relations is authorized to recommend pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Protective Service Workers (Section 4) with the

exception of represented sworn employees, Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), and Service and Maintenance (Section 8).

Equity adjustments may be requested when an employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience performing similar work within the same department. Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

Please make the following corrections to the 2023 Salary Ordinance:

Effective PP 1, 2023 (December 25, 2022)

1. Under Pay Range 2EN:

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Equity adjustments may be requested when an employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience performing similar work within the same department. Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

Effective PP 2, 2023 (January 8, 2023)

Remove duplicative language in regards to footnoted recruitment flexibility that is covered in Part II, Section 3: Salary at Time of Appointment, B. Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2).