



Department of Employee Relations

Cavalier Johnson
Mayor

Jackie Q. Carter
Director

Molly King
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

SALARY ORDINANCE AMENDMENTS 2026
(Part I, Section 4, Milwaukee Police Association)

4BN-Pay Range 801

Official Rate Biweekly

POLICE OFFICER (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	36.95	40.41	44.89	46.61	49.26
Biweekly	2,955.84	3,232.92	3,591.47	3,729.01	3,940.71
Annual	77,062.97	84,286.84	93,634.75	97,220.62	102,739.94

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

Hourly	37.25	40.71	45.20	46.91	49.56
Biweekly	2,980.03	3,257.15	3,615.63	3,753.18	3,964.95
Annual	77,693.64	84,918.55	94,264.64	97,850.76	103,371.91

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

Hourly	37.63	41.09	45.57	47.29	49.94
Biweekly	3,010.26	3,287.35	3,645.88	3,783.43	3,995.16
Annual	78,481.78	85,705.91	95,053.30	98,639.42	104,159.53

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

Hourly	37.78	41.24	45.72	47.44	50.09
Biweekly	3,022.39	3,299.49	3,657.98	3,795.54	4,007.28
Annual	78,798.02	86,022.42	95,368.76	98,955.15	104,475.51

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

Hourly	26.32	35.09	38.38	42.64	44.27	46.78
Biweekly	2,105.43	2,807.24	3,070.40	3,410.94	3,541.53	3,742.61
Annual	54,891.57	73,188.76	80,049.71	88,928.08	92,332.74	97,575.19

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

Hourly		35.38	38.67	42.92	44.56	47.07
Biweekly		2,830.23	3,093.39	3,433.90	3,564.50	3,765.60
Annual		73,788.14	80,649.09	89,526.68	92,931.61	98,174.57

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

Hourly		35.74	39.03	43.28	44.92	47.43
Biweekly		2,858.95	3,122.11	3,462.61	3,593.20	3,794.33
Annual		74,536.91	81,397.87	90,275.19	93,679.86	98,923.60

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

Hourly		35.88	39.17	43.43	45.06	47.57
Biweekly		2,870.42	3,133.58	3,474.05	3,604.73	3,805.77
Annual		74,835.95	81,696.91	90,573.44	93,980.46	99,221.86

- (7) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- (8) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

4CN-Pay Range 804

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	47.90	49.38	50.93
Biweekly	3,831.66	3,950.35	4,074.13
Annual	99,896.85	102,991.27	106,218.39

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

Hourly	48.20	49.68	51.23
Biweekly	3,855.83	3,974.53	4,098.30
Annual	100,526.99	103,621.67	106,848.53

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

Hourly	48.58	50.06	51.61
Biweekly	3,886.11	4,004.78	4,128.53
Annual	101,316.44	104,410.33	107,636.67

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

Hourly	48.73	50.21	51.76
Biweekly	3,898.20	4,016.88	4,140.62
Annual	101,631.64	104,725.80	107,951.88

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

Hourly	45.49	46.90	48.37
Biweekly	3,639.00	3,751.77	3,869.28
Annual	94,873.93	97,814.00	100,877.65

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

Hourly	45.77	47.18	48.65
Biweekly	3,661.99	3,774.72	3,892.25
Annual	95,473.31	98,412.34	101,476.52

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

Hourly	46.13	47.54	49.01
Biweekly	3,690.74	3,803.45	3,920.98
Annual	96,222.86	99,161.37	102,225.55

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

Hourly	46.28	47.69	49.16
Biweekly	3,702.21	3,814.91	3,932.46
Annual	96,521.90	99,460.15	102,524.85

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

4FN-Pay Range 808

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	50.37	52.32	54.34
Biweekly	4,029.75	4,185.35	4,347.26
Annual	105,061.34	109,118.05	113,339.28

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

Hourly	50.67	52.62	54.64
Biweekly	4,053.95	4,209.56	4,371.43
Annual	105,692.27	109,749.24	113,969.42

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

Hourly	51.05	53.00	55.02
Biweekly	4,084.20	4,239.80	4,401.70
Annual	106,480.93	110,537.64	114,758.60

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

Hourly	51.20	53.15	55.17
Biweekly	4,096.34	4,251.88	4,413.79
Annual	106,797.43	110,852.58	115,073.81

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

Hourly	47.84	49.69	51.61
Biweekly	3,827.16	3,974.90	4,128.71
Annual	99,779.53	103,631.32	107,641.37

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

Hourly	48.13	49.97	51.90
Biweekly	3,850.14	3,997.91	4,151.65
Annual	100,378.65	104,231.22	108,239.44

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

Hourly	48.49	50.33	52.26
Biweekly	3,878.89	4,026.64	4,180.41
Annual	101,128.20	104,980.25	108,989.26

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

Hourly	48.63	50.48	52.40
Biweekly	3,890.37	4,038.12	4,191.89
Annual	101,427.50	105,279.55	109,288.56

4HN-Pay Range 812

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	54.38	56.16	57.94
Biweekly	4,350.06	4,492.78	4,635.59
Annual	113,412.28	117,133.19	120,856.45

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

Hourly	54.68	56.46	58.25
Biweekly	4,374.24	4,516.97	4,659.76
Annual	114,042.68	117,763.86	121,486.60

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

Hourly	55.06	56.84	58.63
Biweekly	4,404.49	4,547.24	4,690.06
Annual	114,831.34	118,553.04	122,276.56

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

Hourly	55.21	56.99	58.78
Biweekly	4,416.58	4,559.31	4,702.17
Annual	115,146.55	118,867.72	122,592.29

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

Hourly	51.64	53.34	55.03
Biweekly	4,131.32	4,266.89	4,402.54
Annual	107,709.41	111,243.92	114,780.50

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

Hourly	51.93	53.62	55.32
Biweekly	4,154.32	4,289.89	4,425.53
Annual	108,309.05	111,843.56	115,379.89

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

Hourly	52.29	53.98	55.68
Biweekly	4,183.04	4,318.59	4,454.28
Annual	109,057.83	112,591.81	116,129.44

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

Hourly	52.43	54.13	55.82
Biweekly	4,194.55	4,330.10	4,465.74
Annual	109,357.91	112,891.89	116,428.22

4KN-Pay Range 806

Official Rate Biweekly

FORENSIC INVESTIGATOR (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	49.38	50.93	52.59
Biweekly	3,950.35	4,074.13	4,207.37
Annual	102,991.27	106,218.39	109,692.14

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

Hourly	49.68	51.23	52.89
Biweekly	3,974.53	4,098.30	4,231.59
Annual	103,621.67	106,848.53	110,323.59

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

Hourly	50.06	51.61	53.27
Biweekly	4,004.78	4,128.53	4,261.81
Annual	104,410.33	107,636.67	111,111.47

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

Hourly	50.21	51.76	53.42
Biweekly	4,016.88	4,140.62	4,273.92
Annual	104,725.80	107,951.88	111,427.20

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

Hourly	46.90	48.37	49.95
Biweekly	3,751.77	3,869.28	3,995.85
Annual	97,814.00	100,877.65	104,177.52

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

Hourly	47.18	48.65	50.24
Biweekly	3,774.72	3,892.25	4,018.81
Annual	98,412.34	101,476.52	104,776.12

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

Hourly	47.54	49.01	50.59
Biweekly	3,803.45	3,920.98	4,047.57
Annual	99,161.37	102,225.55	105,525.93

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

Hourly	47.69	49.16	50.74
Biweekly	3,814.91	3,932.46	4,059.04
Annual	99,460.15	102,524.85	105,824.97

4MN-Pay Range 813

Official Rate Biweekly

Police Liaison Officer (1) (2) (3) (4) (5) (6) (7)
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Effective Pay Period 14, 2025 (December 21, 2025)

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

Hourly	52.32	54.34	56.44	58.63	60.91	63.27
Biweekly	4,185.35	4,347.26	4,515.58	4,690.60	4,872.42	5,061.72
Annual	109,118.05	113,339.28	117,727.62	122,290.64	127,030.95	131,966.27

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

Hourly	52.62	54.64	56.75	58.93	61.21	63.57
Biweekly	4,209.56	4,371.43	4,539.75	4,714.79	4,896.63	5,085.93
Annual	109,749.24	113,969.42	118,357.77	122,921.31	127,662.14	132,597.46

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

Hourly	53.00	55.02	57.13	59.31	61.59	63.95
Biweekly	4,239.80	4,401.70	4,570.00	4,745.04	4,926.85	5,116.18
Annual	110,537.64	114,758.60	119,146.43	123,709.97	128,450.02	133,386.12

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

Hourly	53.15	55.17	57.28	59.46	61.74	64.10
Biweekly	4,251.88	4,413.79	4,582.11	4,757.12	4,938.95	5,128.25
Annual	110,852.58	115,073.81	119,462.15	124,024.91	128,765.48	133,700.80

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

Hourly	49.69	51.61	53.61	55.68	57.84	60.09
Biweekly	3,974.90	4,128.71	4,288.56	4,454.78	4,627.49	4,807.24
Annual	103,631.32	107,641.37	111,808.88	116,142.48	120,645.27	125,331.61

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

Hourly	49.97	51.90	53.89	55.97	58.13	60.38
Biweekly	3,997.91	4,151.65	4,311.53	4,477.76	4,650.45	4,830.23
Annual	104,231.22	108,239.44	112,407.74	116,741.60	121,243.87	125,930.99

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

Hourly	50.33	52.26	54.25	56.33	58.49	60.74
Biweekly	4,026.64	4,180.41	4,340.23	4,506.47	4,679.17	4,858.99
Annual	104,980.25	108,989.26	113,155.99	117,490.11	121,992.64	126,680.81

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

Hourly	50.48	52.40	54.40	56.47	58.63	60.88
Biweekly	4,038.12	4,191.89	4,351.74	4,517.96	4,690.63	4,870.44
Annual	105,279.55	109,288.56	113,456.08	117,789.67	122,291.42	126,979.33

- (7) Employee(s) to be appointed at the fourth step of Pay Range 4MN, including any applicable education. There shall be no annual movement through the range. Negotiated across-the-board increases will be applied.

4G-Pay Range 831D

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

Effective Pay Period 1, 2026 (December 21, 2025)

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

	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	55.41	57.55	59.77
Biweekly	4,432.73	4,603.89	4,781.99
Annual	115,567.60	120,029.99	124,673.31

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

Hourly	55.74	57.88	60.11
Biweekly	4,459.35	4,630.52	4,808.57
Annual	116,261.62	120,724.27	125,366.29

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

Hourly	56.16	58.30	60.52
Biweekly	4,492.62	4,663.78	4,841.87
Annual	117,129.02	121,591.40	126,234.47

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

Hourly	56.32	58.46	60.69
Biweekly	4,505.97	4,677.07	4,855.17
Annual	117,477.07	121,937.89	126,581.22

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

	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	52.62	54.65	56.77
Biweekly	4,209.88	4,372.39	4,541.58
Annual	109,757.58	113,994.45	118,405.48

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

Hourly	52.94	54.97	57.09
Biweekly	4,235.15	4,397.70	4,566.82
Annual	110,416.41	114,654.32	119,063.52

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

Hourly	53.33	55.37	57.48
Biweekly	4,266.78	4,429.30	4,598.45
Annual	111,241.05	115,478.18	119,888.16

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

Hourly	53.49	55.52	57.64
Biweekly	4,279.41	4,441.93	4,611.08
Annual	111,570.33	115,807.46	120,217.44

- (7) Recruitment to be at the 4th step.
- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

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 221201.

NMF
23-26 Sal Ord Amendments
Labr/MPA/2023-2025/Implementation