



## Department of Employee Relations

**Tom Barrett**  
Mayor

**Makda Fessahaye**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

REVISED 6/29/2021

June 29, 2021

To the Honorable  
Finance and Personnel Committee  
Common Council  
City of Milwaukee

*Common Council File No. 201343 – “Communication from the Department of Employee Relations amending the Salary Ordinance relative to the minimum wage for all employees.”*

Dear Committee Members:

In order to implement the recommendation of the attached Common Council file communication, the Salary Ordinance will need to be amended as follows:

**Action Required: Effective Pay Period 19, 2021 (September 5, 2021)**

- Under Section 3, Pay Range 3AN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 5, Pay Range 5AN:  
Delete footnotes (1) and (2)  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	17.26
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,380.85</b>
Annual	31,200.00	35,902.10

Resident Wage Incentive:

Hourly	15.45	17.78
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,422.28</b>
Annual	32,136.00	36,979.28

- Under Section 5, Pay Range 5BN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	18.01
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,440.63</b>
Annual	31,200.00	37,456.38

Resident Wage Incentive:

Hourly	15.45	18.55
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,483.85</b>
Annual	32,136.00	38,580.10

- Under Section 6, Pay Range 6AN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 6, Pay Range 6BN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	15.57
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,245.43</b>
Annual	31,200.00	32,381.18

Resident Wage Incentive:

Hourly	15.45	16.03
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,282.79</b>
Annual	32,136.00	33,352.54

- Under Section 6, Pay Range 6CN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	15.82
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,265.78</b>
Annual	31,200.00	32,910.28

Resident Wage Incentive:

Hourly	15.45	16.30
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,303.75</b>
Annual	32,136.00	33,897.50

- Delete Pay Range 6DN, under Section 6 in its' entirety.

- Under Section 6, Pay Range 6EN:  
Delete footnotes (1) and (2) from the pay range and remove from titles.  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	17.27
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,381.63</b>
Annual	31,200.00	35,922.38

Resident Wage Incentive:

Hourly	15.45	17.79
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,423.08</b>
Annual	32,136.00	37,000.08

- Under Section 6, Pay Range 6FN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00	18.46
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,477.16</b>
Annual	31,200.00	38,406.16

Resident Wage Incentive:

Hourly	15.45	19.02
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,521.47</b>
Annual	32,136.00	39,558.22

- Delete Pay Range 8BN, under Section 8 in its' entirety.
- Delete Pay Range 9BN, under Section 9 in its' entirety.
- Delete Pay Range 9CN, under Section 9 in its' entirety.
- Under Section 9, Pay Range 9FN:  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 9, Pay Range 9GN:  
Delete footnotes (1) and (4) and renumber accordingly.  
Remove the current Wage Rate and Resident Wage Incentive tables and replace with:  
Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 9, Pay Range 9IN:

Delete footnotes (2) and (4) and renumber accordingly.

Remove the current Wage Rate and Resident Wage Incentive tables and replace with:

Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 9, Pay Range 9KN:

Delete footnotes (2) and (4) and replace with the following:

(2) Employees to be paid in the following range. Recruitment may be at any point in the range with DER approval.

<b>Biweekly</b>	<b>1,200.00</b>	<b>1,440.63</b>
Annual	31,200.00	37,456.38

(4) Employees to be paid in the following range. Recruitment may be at any point in the range with DER approval.

<b>Biweekly</b>	<b>1,236.00</b>	<b>1,483.85</b>
Annual	32,136.00	38,580.10

Remove the current Wage Rate and Resident Wage Incentive tables and replace with:

Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 9, Pay Range 9MN:

Remove the current Wage Rate and Resident Wage Incentive tables and replace with:

Wage Rate:

Hourly	15.00
<b>Biweekly</b>	<b>1,200.00</b>
Annual	31,200.00

Resident Wage Incentive:

Hourly	15.45
<b>Biweekly</b>	<b>1,236.00</b>
Annual	32,136.00

- Under Section 9, Pay Range 9NN:

Delete footnotes (1) and (2) and replace with the following:

(1) Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,250.40
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(2) Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,287.91
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Remove the current Wage Rate and Resident Wage Incentive tables and replace with:

Wage Rate:

Hourly	15.00	15.63
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,250.40</b>
Annual	31,200.00	32,510.40

Resident Wage Incentive:

Hourly	15.45	16.10
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,287.91</b>
Annual	32,136.00	33,485.66

- Under Section 9, Pay Range 9PN:

Remove the current Wage Rate and Resident Wage Incentive tables and replace with:

Wage Rate:

Hourly	15.00	17.96
<b>Biweekly</b>	<b>1,200.00</b>	<b>1,436.80</b>
Annual	31,200.00	37,356.80

Resident Wage Incentive:

Hourly	15.45	18.50
<b>Biweekly</b>	<b>1,236.00</b>	<b>1,479.90</b>
Annual	32,136.00	38,477.40

Respectfully submitted,



Makda Fessahaye  
Employee Relations Director