

..Number

251283

..Version

PROPOSED SUBSTITUTE A

..Reference

250698, 251053, 251482

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2026 rates of pay of offices and positions in the City Service.

..Analysis

This substitute ordinance changes the rates of pay in the following departments:

All Departments, Department of Administration (Information and Technology Management Division), Common Council – City Clerk, Department of Public Works – Water Works

..Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

**Part 1.** Part 1 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended to implement a general wage increase of 3.0% for eligible non- represented City employees as part of the 2026 City budget. This wage increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner or certain temporary positions in the Health Department; employees represented by the Milwaukee Police Supervisor” Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; nor members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance) (Effective Pay Period 2, 2026 - January 4, 2026):

See attached “2026 Salary Ordinance (Effective Pay Period 2, 2026)”.

**Part 2.** Part 1, Section 1 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Pay Range 1MX, delete footnote designation (6) from the title of “Water Plants Operations Manager (5)(6)”.

**Part 3.** Part 1, Section 2 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2024 – January 21, 2024):

Under Pay Range 2JX, delete the title of “Public Health Geographic Information Analyst (12)” and add the title of “Public Safety Geographic Information Analyst (12)”.

**Part 4.** Part 1, Section 2 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 12, 2024 – May 26, 2024):

Under Pay Range 2IX, delete the title of “Staff Assistant – Common Council President”.

**Part 5.** Part 3 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Part III - Boards and Commissions: Compensation and Reimbursement, amend paragraph F. to read as follows:

**F. Administrative Review Board of Appeals:** Regular and alternate members of the Administrative Review Board of Appeals shall be compensated at the rate of \$187 per meeting for up to 12 meetings per year and payments shall be made every six months. Every six months the chair shall submit to the Comptroller's Office a list of members eligible for payment together with a record of the number of meetings each member has attended during that six-month period. Compensation shall be made at six months and at the end of the calendar year or when administratively feasible.

**Part 6.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 7.** The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 3, 2024 (January 21, 2024).

**Part 8.** The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 12, 2024 (May 26, 2024).

**Part 9.** The provisions of Parts 2 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2026 (December 21, 2025).

**Part 10.** The provisions of Part 1 of this ordinance are deemed to be in force and effect from and after Pay Period 2, 2026 (January 4, 2026).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

**Part 11.** This ordinance will take effect and be in force from and after its passage and publication.

..Drafter

City Clerk's Office  
Chris Lee  
12/11/2025