

CC # 201400 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1AX

Official Rate Biweekly

BUILDING SERVICES SUPERVISOR II (1) (5)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2) (5) (6)
FLEET TRAINING SUPERVISOR (1) (2) (5) (6)
FORENSIC PROCESSOR SUPERVISOR
HEALTH PROJECT COORDINATOR – WIC
HEALTHCARE ACCESS PROGRAM COORDINATOR (4) (8)
INVENTORY MANAGER
PARKING ENFORCEMENT SUPERVISOR
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (3) (7)
SANITATION SUPERVISOR (1) (2) (5) (6)
SELF-HELP YARD SUPERVISOR (1) (2) (5) (6)
STREET REPAIR SUPERVISOR (1) (5)
TOW LOT SUPERVISOR

Wage Rate:

Hourly	23.40	30.49
Biweekly	1,871.92	2,439.48
Annual	48,669.92	63,426.48

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) To be appointed at:

Biweekly	2,182.55
Annual	56,746.30

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (3) Recruitment is at:

Biweekly	1,895.62
Annual	49,286.12

- (4) Recruitment may be at any point in the range with approval by DER.

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	1,928.08	2,512.66
Annual	50,130.08	65,329.16

- (5) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (6) To be appointed at:

Biweekly	2,248.03
Annual	58,448.78

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

- (7) Recruitment is at:

Biweekly	1,952.49
Annual	50,764.74

- (8) Recruitment may be at any point in the range with approval by DER.

Pay Range 1BX

Official Rate Biweekly

ADMINISTRATIVE SERVICES SUPERVISOR
BRIDGE OPERATOR SUPERVISOR
BUILDING MAINTENANCE SUPERVISOR II
COURT SERVICES SUPERVISOR
CUSTOMER SERVICE SPECIALIST
FIELD OPERATIONS INSPECTION SPECIALIST (1) (4)
MECHANICAL MAINTENANCE SUPERVISOR (1) (4)
POLICE FLEET SUPERVISOR
PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR
SEWER MAINTENANCE PROGRAM MANAGER (3) (6)
SEWER OPERATIONS SUPERVISOR (3) (6)
STREET OPERATIONS SUPERVISOR (1) (4)
WATER FIELD SUPERVISOR (2) (3) (5) (6)

Wage Rate:

Hourly	23.40	32.51
Biweekly	1,871.92	2,600.60
Annual	48,669.92	67,615.60

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) Recruitment is at:

Biweekly	2,371.17
Annual	61,650.42

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	1,928.08	2,678.62
Annual	50,130.08	69,644.12

- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (6) Recruitment is at:

Biweekly	2,442.31
Annual	63,500.06

Pay Range 1CX

Official Rate Biweekly

BOZA ADMINISTRATIVE COORDINATOR
BUILDING SERVICES MANAGER (1) (4)
CITY CHANNEL MANAGER
EQUIPMENT INVENTORY MANAGER (1) (4)
FLEET OPERATIONS AND TRAINING SUPERVISOR (1) (3) (4) (6)
HEALTH AND SAFETY OFFICER
INVENTORY SERVICES MANAGER
LEAD PENSION SPECIALIST
LEGISLATIVE LIBRARY MANAGER (2) (5)
LICENSE COORDINATOR
PARKING ENFORCEMENT ASSISTANT MANAGER
POLICE PAYROLL SUPERVISOR
POLICE RECORDS ASSISTANT MANAGER
PUBLIC RELATIONS SUPERVISOR
SECURITY MANAGER
TOW LOT ASSISTANT MANAGER
WATER CUSTOMER SERVICE SUPERVISOR

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

(1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(2) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

and may be up to the following rate with the approval of DER:

Biweekly	2,296.40
Annual	59,706.40

(3) Recruitment may be at any rate in the range with the approval of DER.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	2,038.96	2,854.80
Annual	53,012.96	74,224.80

(4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(5) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

and may be up to the following rate with the approval of DER:

Biweekly	2,365.29
Annual	61,497.54

(6) Recruitment may be at any rate in the range with the approval of DER.

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (3)(18)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (24)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (17) (18)
DOULA PROGRAM MANAGER (9) (24)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (24)
ERS BUSINESS OPERATIONS ANALYST

FACILITIES MAINTENANCE SUPERVISOR (14) (29)
FIRE DISPATCH ASSISTANT MANAGER (6) (21)
FIRE EQUIPMENT REPAIRS MANAGER (14) (29)
FIRE FLEET AND EQUIPMENT MANAGER (14) (29)
FLEET ACQUISITION MANAGER (4) (19)
FLEET OPERATIONS AND TRAINING MANAGER (4) (15) (19) (30)
GREENHOUSE AND NURSERY MANAGER
HOUSING REHABILITATION MANAGER (12) (27)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (13) (28)
MANAGEMENT LIBRARIAN (7) (22)
MEN'S HEALTH MANAGER (9) (24)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (18)
PAY SERVICES SUPERVISOR (3) (18)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (25)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (28)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (16)
PUBLIC HEALTH NURSE SUPERVISOR (8) (23)
STRONG BABIES PROGRAM MANAGER (8) (23)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (20)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (26)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (24)
WIC PROGRAM MANAGER
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (3) (18)

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment may be up to the midpoint of the range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(5) Recruitment is at:

Biweekly	2,729.50
Annual	70,967.00

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

(7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

(15) Recruitment may be at any rate in the range with the approval of DER.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(16) Recruitment may be up to the midpoint of the range with the approval of DER.

(17) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(18) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(19) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(20) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(21) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(22) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(23) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(24) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(25) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(26) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(27) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(28) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(29) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(30) Recruitment may be at any rate in the range with the approval of DER.

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (11) (13)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (11)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (18)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (13) (16)
HOME ENVIRONMENTAL HEALTH MANAGER (2) (11)
HUMAN RESOURCES OFFICER (2) (11)
IN REM PROPERTY DISPOSITION MANAGER

LIBRARIAN V (1) (10)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (13)
PROPERTY CONTROL MANAGER (3) (12)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR (2) (11)
STREET REPAIR DISTRICT MANAGER (4) (13)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (14)
WATER PLANT OPERATIONS SUPERVISOR (6) (15)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (17)
WATER QUALITY OPERATIONS MANAGER

Wage Rate:

Hourly	29.97	41.96
Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	3,051.99
Annual	79,351.74

- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (5) Recruitment is at:

Biweekly	2,550.92
Annual	66,323.92

- (6) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

- (7) Recruitment is at:

Biweekly	2,695.60
Annual	70,085.60

- (8) Recruitment is at:

Biweekly	2,689.32
Annual	69,922.32

(9) Recruitment is at:

Biweekly	2,625.92
Annual	68,273.92

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

(10) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.

(11) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(12) Recruitment is at:

Biweekly	3,143.55
Annual	81,732.30

(13) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(14) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(15) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(16) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(17) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(18) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (13)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (18)

ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (12)
BUILDING CODES ENFORCEMENT MANAGER (2) (12)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (12)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (12)
ELECTRICAL SERVICES MANAGER (1) (4) (11) (14)
FIRE DISPATCH MANAGER (5) (15)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (12)
HEALTH DATA AND EVALUATION DIRECTOR (9) (19)
HEALTH STRATEGY DIRECTOR (2) (12)
HOUSING PROGRAMS MANAGER (6) (16)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (19)
IT SUPPORT SERVICES SUPERVISOR (8) (18)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (14)
LONG RANGE PLANNING MANAGER
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (12)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (12)
RETIREMENT PLAN MANAGER (2) (12)
SAFETY MANAGER (7) (17)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (19)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (20)

Wage Rate:

Hourly	31.94	44.72
Biweekly	2,555.18	3,577.30
Annual	66,434.68	93,009.80

- (1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

- (4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,382.06
Annual	87,933.46

- (5) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,685.74
Annual	69,829.24

- (6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

(7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

(8) Recruitment may be at any rate in the range with the approval of DER.

(9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

(10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

Resident Wage Incentive:

Hourly	32.90	46.06
Biweekly	2,631.84	3,684.62
Annual	68,427.84	95,800.12

(11) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.

(12) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(13) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(14) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,483.51
Annual	90,571.26

(15) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,766.31
Annual	71,924.06

(16) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(17) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

(18) Recruitment may be at any rate in the range with the approval of DER.

(19) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(20) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)
DATABASE ADMINISTRATOR
ELECTION COMMISSION - DEPUTY DIRECTOR
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER (1) (6)
FIRE AND POLICE COMMISSION CHIEF OF STAFF
FIRE INFORMATION SYSTEMS MANAGER (1) (6)
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)
LIBRARY FACILITIES MANAGER (4) (9)
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

Wage Rate:

Hourly	34.05	47.67
Biweekly	2,724.12	3,813.63
Annual	70,827.12	99,154.38

(1) Recruitment may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,479.88
Annual	90,398.88

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	2,805.84	3,928.04
Annual	72,951.84	102,129.04

(6) Recruitment may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

(9) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,581.18
Annual	93,110.68

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
AUDIT MANAGER (6) (14)
BRIDGE MAINTENANCE MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (10)
CITY PAYROLL MANAGER (6) (14)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (10)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (2) (10)
COURT IT MANAGER (6) (14)
DEPUTY COURT ADMINISTRATOR (6) (14)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (13)
EMERGENCY COMMUNICATIONS MANAGER (4) (12)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (9)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (14)
ERS CHIEF FINANCIAL OFFICER (2) (10)
ERS SYSTEMS MANAGER (6) (14)
FINANCE AND ADMINISTRATION MANAGER

FIRE AND POLICE COMMISSION AUDIT MANAGER (2) (10)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (10)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (10)
FUNCTIONAL APPLICATIONS MANAGER (3) (11)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (10)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (2)(10)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (10)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (10)
PORT OPERATIONS MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (2) (10)
PUBLIC HEALTH NURSING DIRECTOR
PUBLIC SAFETY PROJECT MANAGER (2) (10)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (15)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (10)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (10)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (13)
TRANSPORTATION ENGINEERING PLANNER (5) (13)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (10)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (10)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (8) (16)
WORKER’S COMPENSATION AND SAFETY MANAGER

Wage Rate:

Hourly	36.29	50.80
Biweekly	2,903.01	4,064.20
Annual	75,478.26	105,669.20

(1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,785.51
Annual	98,423.26

(2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

(4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

(5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

(6) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

(7) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,334.13
Annual	86,687.38

(8) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,479.88
Annual	90,398.88

Resident Wage Incentive:

Hourly	37.38	52.33
Biweekly	2,990.10	4,186.13
Annual	77,742.60	108,839.38

(9) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,899.08
Annual	101,376.08

(10) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(11) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(12) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

(13) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

(14) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

(15) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,434.15
Annual	89,287.90

(16) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,581.18
Annual	93,110.68

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (4)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (4) (5)
ASSOCIATE LIBRARY DIRECTOR – TECHNICAL SERVICES (2) (5)
ASSOCIATE LIBRARY DIRECTOR – OPERATIONS (2) (5)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (5)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (5)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (5)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (6)
ERS – DISABILITY DEPUTY DIRECTOR (2) (5)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (5)
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER

Wage Rate:

Hourly	38.67	54.15
Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

(2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,479.88
Annual	90,398.88

Resident Wage Incentive:

Hourly	39.83	55.77
Biweekly	3,186.74	4,461.75

Annual	82,855.24	116,005.50
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(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

(5) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(6) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,581.18
Annual	93,110.68

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FINANCIAL SERVICES DIRECTOR
FINANCIAL OPERATIONS MANAGER
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1) (3)
PUBLIC WORKS COORDINATION MANAGER
WATER PLANTS MANAGER (2) (4)
WATER QUALITY MANAGER (1) (3)

Wage Rate:

Hourly	41.23	57.72
Biweekly	3,298.35	4,617.84
Annual	85,757.10	120,063.84

(1) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(2) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,479.88
Annual	90,398.88

Resident Wage Incentive:

Hourly	42.47	59.45
Biweekly	3,397.30	4,756.38
Annual	88,329.80	123,665.88

(3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,581.18
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Annual	93,110.68
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SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (19) (38)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (24)
GEOGRAPHIC INFORMATION SPECIALIST (7) (26)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (26)
LEAD RISK ASSESSOR III (7) (26)
LIBRARIAN I (15) (34)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (28)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (18) (37)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (10) (14) (29) (33)
PROPERTY APPRAISER 2 (11) (14) (30) (33)
PROPERTY APPRAISER 3 (12) (14) (31) (33)
PROPERTY APPRAISER 4 (13) (14) (32) (33)
PROPERTY MANAGER (8) (27)
PUBLIC HEALTH NURSE 1 (3) (4) (22) (23)
PUBLIC HEALTH SOCIAL WORKER (1) (20)
PURCHASING AGENT (17) (36)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)
SAFETY SPECIALIST (16) (35)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

Hourly	20.43	28.60
Biweekly	1,634.62	2,288.38
Annual	42,500.12	59,497.88

- (1) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,040.46
Annual	53,051.96

- (2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

- (3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

- (4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (5) Recruitment is at:

Biweekly	1,830.14
Annual	47,583.64

and may be up to the following rate with the approval of DER:

Biweekly	1,969.04
Annual	51,195.04

- (6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

- (7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

- (10) To be paid in the following range:

Biweekly	1,906.46	2,023.15
Annual	49,567.96	52,601.92

- (11) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,026.10	2,150.11
Annual	52,678.60	55,902.86

- (12) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,153.25	2,285.05
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Annual	55,984.50	59,411.30
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(13) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,288.38	2,428.45
Annual	59,497.88	63,139.70

(14) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(15) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

and may be up to the following rate with the approval of DER:

Biweekly	1,896.12
Annual	49,299.12

(16) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

(17) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(18) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be up to the following rate with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(19) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

and may be at any point in the range based on experience and credentials with approval of DER.

Resident Wage Incentive:

Hourly	21.05	29.46
Biweekly	1,683.66	2,357.03
Annual	43,775.16	61,282.78

(20) Recruitment is at the following rate and may be at any point in the range based on experience and credentials with the approval of DER.

Biweekly	2,101.67
Annual	54,643.42

(21) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

(22) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

(23) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(24) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

and may be up to the following rate with the approval of DER:

Biweekly	2,028.11
Annual	52,730.86

(25) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

(26) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(27) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(28) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

(29) To be paid in the following range:

Biweekly	1,963.65	2,083.84
Annual	51,054.90	54,179.84

(30) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,086.88	2,214.61
Annual	54,258.88	57,579.86

(31) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,217.85	2,353.60
Annual	57,664.10	61,193.60

(32) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,357.03	2,501.30
Annual	61,282.78	65,033.80

(33) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(34) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

and may be up to the following rate with the approval of DER:

Biweekly	1,953.00
Annual	50,778.00

(35) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(36) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(37) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be up to the following rate with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(38) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

and may be at any point in the range based on experience and credentials with approval of DER.

Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (14)
ENVIRONMENTAL HEALTH COORDINATOR (8) (17)
ENVIRONMENTAL RISK OFFICER (1) (10)
FIRE DISPATCHER – SENIOR (5) (6) (14) (15)
LIBRARIAN III (7) (16)
MECHANICAL PLAN EXAMINER II (2) (11)
MICROBIOLOGIST (5) (14)
PLAN EXAMINER II (2) (11)
PUBLIC HEALTH NURSE 3 (3) (4) (12) (13)
PUBLIC HEALTH SOCIAL WORKER 3 (9) (18)
VIROLOGIST (5) (14)
WATER MICROBIOLOGIST (5) (14)

Wage Rate:

Hourly	23.22	32.51
Biweekly	1,857.47	2,600.60
Annual	48,294.22	67,615.60

(1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

(2) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,554.73	2,757.88
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Annual	66,422.98	71,704.88
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- (3) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,386.92	2,600.60
Annual	62,059.92	67,615.60

- (4) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
- (5) Recruitment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

- (7) Recruitment is at the following rate:

Biweekly	2,006.12
Annual	52,159.12

and may be up to the following rate with the approval of DER:

Biweekly	2,154.74
Annual	56,023.24

- (8) Recruitment is at the following rate:

Biweekly	2,286.54
Annual	59,450.04

- (9) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,249.60
Annual	58,489.60

Resident Wage Incentive:

Hourly	23.91	33.48
Biweekly	1,913.19	2,678.62
Annual	49,742.94	69,644.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

- (11) Employees to be paid in the following range with recruitment may be at any rate in the range based upon experience and credentials with DER approval.

Biweekly	2,631.37	2,840.62
Annual	68,415.62	73,856.12

- (12) **Career Ladder Position.** Recruitment is at minimum of the following range. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,458.53	2,678.62
Annual	63,921.78	69,644.12

- (13) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
- (14) Recruitment may be at any rate in the pay range with the approval of DER.
- (15) Recruitment is at the minimum of the following range for Fire Dispatcher – Senior:

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

- (16) Recruitment is at:

Biweekly	2,066.30
Annual	53,723.80

and may be up to the following rate with the approval of DER:

Biweekly	2,219.38
Annual	57,703.88

- (17) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

- (18) Recruitment is at the following rate and may be at any point in the range based upon experience and credentials with approval of DER.

Biweekly	2,317.09
Annual	60,244.34

Pay Range 2HN

Official Rate Biweekly

BOILER INSPECTOR (11) (24)
BUILDING CONSTRUCTION INSPECTOR (11) (24)
CHEMIST – SENIOR (12) (25)
ELECTRICAL INSPECTOR (11) (24)
ELEVATOR INSPECTOR (11) (24)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (8) (21)
FACILITIES MAINTENANCE COORDINATOR (8) (21)
FORENSIC BALLISTICS SPECIALIST (12) (25)
IT SUPPORT SPECIALIST – LEAD (9) (22)
LABORATORY INFORMATION SYSTEMS SPECIALIST (10) (23)
LABORATORY QUALITY ASSURANCE SPECIALIST (12) (25)
MICROBIOLOGIST – SENIOR (12) (25)
NETWORK ANALYST – SENIOR (1) (14)
PLUMBING INSPECTOR (11) (24)
SENIOR PROPERTY APPRAISER 1 (2) (6) (7) (15) (19) (20)
SENIOR PROPERTY APPRAISER 2 (3) (6) (7) (16) (19) (20)
SENIOR PROPERTY APPRAISER 3 (4) (6) (7) (17) (19) (20)
SENIOR PROPERTY APPRAISER 4 (5) (6) (7) (18) (19) (20)
SPRINKLER CONSTRUCTION INSPECTOR (11) (24)
VIROLOGIST – SENIOR (12) (25)
WATER CHEMIST PROJECT LEADER (13) (26)
WATER MICROBIOLOGIST – SENIOR (12) (25)

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

- (1) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,651.90
Annual	68,949.40

- (2) To be paid in the following range:

Biweekly	2,431.99	2,580.85
Annual	63,231.74	67,102.03

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

- (3) To be paid in the following range:

Biweekly	2,584.61	2,742.81
Annual	67,199.86	71,313.03

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

- (4) To be paid in the following range:

Biweekly	2,746.81	2,895.19
Annual	71,417.06	75,274.94

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

- (5) To be paid in the following range:

Biweekly	2,919.18	3,097.86
Annual	75,898.68	80,544.36

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (6) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.

- (7) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

Biweekly	3,065.15	3,218.41
Annual	79,693.90	83,678.66

- (8) Recruitment is at:

Biweekly	2,445.18
Annual	63,574.68

- (9) Recruitment is at:

Biweekly	2,444.96
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Annual	63,568.96
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(10) Recruitment is at:

Biweekly	2,359.85
Annual	61,356.10

(11) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,444.96	2,546.78	2,648.60	2,750.42	2,852.24	2,954.08
Annual	63,568.96	66,216.28	68,863.60	71,510.92	74,158.24	76,806.08

(12) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,113.16
Annual	54,942.16

(13) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,254.16
Annual	58,608.16

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70
Annual	56,510.74	79,110.20

(14) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,731.46
Annual	71,017.96

(15) To be paid in the following range:

Biweekly	2,504.95	2,658.28
Annual	65,128.70	69,115.28

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

(16) To be paid in the following range:

Biweekly	2,662.15	2,825.09
Annual	69,215.90	73,452.34

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

(17) To be paid in the following range:

Biweekly	2,829.21	2,982.05
Annual	73,559.46	77,533.30

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

(18) To be paid in the following range:

Biweekly	3,006.76	3,190.80
Annual	78,175.76	82,960.80

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

(19) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.

(20) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

Biweekly	3,065.15	3,218.41
Annual	79,693.90	83,678.66

(21) Recruitment is at:

Biweekly	2,518.54
Annual	65,482.04

(22) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

(23) Recruitment is at:

Biweekly	2,430.65
Annual	63,196.90

(24) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,518.31	2,623.18	2,728.06	2,832.93	2,937.81	3,042.70
Annual	65,476.06	68,202.68	70,929.56	73,656.18	76,383.06	79,110.20

(25) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,176.55
Annual	56,590.30

(26) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,321.78
Annual	60,366.28

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (6)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
CITY PAYROLL SPECIALIST

COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FUNCTIONAL APPLICATIONS ANALYST (2) (7)
HUMAN RESOURCES REPRESENTATIVE (4) (9)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER
IT AUDITOR (5) (10)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (9)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (6)
RECAST PROGRAM MANAGER (4) (9)
SENIOR AUDITOR (5) (10)
SENIOR PLANNER (3) (8)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (8)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (6)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (4) (9)

Wage Rate:

Hourly	26.38	36.93
Biweekly	2,110.18	2,954.08
Annual	54,864.68	76,806.08

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,329.60
Annual	60,569.60

- (3) Recruitment is at:

Biweekly	2,307.70
Annual	60,000.20

- (4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	2,173.49	3,042.70

Annual	56,510.74	79,110.20
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- (6) Recruitment may be at any rate in the pay range with the approval of DER.
(7) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,399.49
Annual	62,386.74

- (8) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

- (9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel
(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (7)
BUDGET AND MANAGEMENT SPECIAL ASSISTANT
BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (10)
FIRE HEALTH AND SAFETY MANAGER
FISCAL PLANNING SPECIALIST (1) (6)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (5) (10)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (9)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (8)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (10)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (9)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (9)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.11	39.35
Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (1) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

- (2) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (3) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

- (4) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (5) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

- (6) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

- (7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (8) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

- (9) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
- (10) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 2JX

Official Rate Biweekly

BUSINESS SYSTEMS ADMINISTRATOR (2) (8)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (8)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (8)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (10)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (11)
GRANT COMPLIANCE MANAGER

HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (8)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (3) (9)
RESOURCE RECOVERY PROGRAM MANAGER (1) (7)
RISK MANAGEMENT AND SAFETY OFFICER (2) (8)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (6) (7) (12)
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

Hourly	29.97	41.96
Biweekly	2,397.63	3,356.55
Annual	62,338.38	87,270.30

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is at:

Biweekly	2,705.16
Annual	70,334.16

- (4) Dan Casanova is authorized at the following rate:

Biweekly	3,379.34
Annual	87,862.84

- (5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.
- (6) Recruitment is at:

Biweekly	2,637.25
Annual	68,571.10

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	2,469.56	3,457.25
Annual	64,208.56	89,888.50

- (7) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (8) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(9) Recruitment is at:

Biweekly	2,786.31
Annual	72,444.06

(10) Dan Casanova is authorized at the following rate:

Biweekly	3,480.72
Annual	90,498.72

(11) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

(12) Recruitment is at:

Biweekly	2,716.47
Annual	70,628.22

SECTION 3: TECHNICIANS

Pay Range 3LN

Official Rate Biweekly

BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (8)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (4) (11)
ENVIRONMENTAL HEALTH SPECIALIST (5) (12)
DRIVER TRAINING INSTRUCTOR
LEAD RISK ASSESSOR I (7) (14)
PUBLIC WORKS INSPECTOR II (2) (3) (6) (9) (10) (13)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (4) (11)

Wage Rate:

Hourly	20.45	28.41
Biweekly	1,636.11	2,272.88
Annual	42,538.86	59,094.88

(1) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(2) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.

(3) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,636.11	1,731.26	1,897.83	2,053.02	2,208.87	2,272.88
Annual	42,538.86	45,012.76	49,343.58	53,378.52	57,430.62	59,094.88

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,897.83	1,967.53	2,039.79	2,114.71	2,192.37	2,272.88
Annual	49,343.58	51,155.78	53,034.54	54,982.46	57,001.62	59,094.88

- (6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

- (7) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

and may be at any point in the range with the approval of DER.

Resident Wage Incentive:

Hourly	21.06	29.26
Biweekly	1,685.19	2,341.07
Annual	43,814.94	60,867.82

- (8) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

- (9) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.

- (10) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.

- (11) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,685.19	1,783.20	1,954.76	2,114.61	2,275.14	2,341.07
Annual	43,814.94	46,363.20	50,823.76	54,979.86	59,153.64	60,867.82

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,954.76	2,026.56	2,100.98	2,178.15	2,258.14	2,341.07
Annual	50,823.76	52,690.56	54,625.48	56,631.90	58,711.64	60,867.82

- (13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

- (14) Recruitment is at:

Biweekly	1,954.77
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Annual	50,823.89
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and may be at any point in the range with the approval of DER.

Pay Range 3MN

Official Rate Biweekly

ELECTRONIC TECHNICIAN (1) (5)
LEAD RISK ASSESSOR II (4) (8)
MAMMOGRAPHY TECHNOLOGIST (3) (7)
VIDEO ELECTRONIC TECHNICIAN
WATER PLANT AUTOMATION TECHNICIAN (2) (6)

Wage Rate:

Hourly	23.16	29.34
Biweekly	1,852.80	2,347.05
Annual	48,172.80	61,023.30

(1) Recruitment is at:

Biweekly	2,036.59
Annual	52,951.34

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,134.35
Annual	55,493.10

Employees with a minimum of four years of relevant job experience may be appointed at:

Biweekly	2,347.05
Annual	61,023.30

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,852.80	1,976.36	2,099.93	2,223.49	2,347.05
Annual	48,172.80	51,385.36	54,598.18	57,810.74	61,023.30

(3) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

and may be at any rate in the range with approval of DER.

(4) Recruitment is at:

Biweekly	2,030.68
Annual	52,797.63

and may be at any rate in the range with approval of DER.

Resident Wage Incentive:

Hourly	23.85	30.22
Biweekly	1,908.38	2,417.46
Annual	49,617.88	62,853.96

(5) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,198.38
Annual	57,157.88

Employees with a minimum of four years of relevant job experience may be appointed at:

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,908.38	2,035.65	2,162.93	2,290.19	2,417.46
Annual	49,617.88	52,926.90	56,236.18	59,544.94	62,853.96

(7) Recruitment is at:

Biweekly	2,160.62
Annual	56,176.12

and may be at any rate in the range with approval of DER.

(8) Recruitment is at:

Biweekly	2,091.60
Annual	54,381.56

and may be at any rate in the range with approval of DER.

SECTION 5: PARAPROFESSIONALS

Pay Range 5GN

Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT III
DATABASE SPECIALIST (1) (2)
IT SUPPORT ASSOCIATE (1) (2)

Wage Rate:

Hourly	20.00	24.01
Biweekly	1,600.39	1,921.00
Annual	41,610.14	49,946.00

(1) Recruitment is at:

Biweekly	1,622.51
Annual	42,185.26

Resident Wage Incentive:

Hourly	20.61	24.73
Biweekly	1,648.40	1,978.63
Annual	42,858.40	51,444.38

(2) Recruitment is at:

Biweekly	1,671.19
Annual	43,450.94

Pay Range 5IN

Official Rate Biweekly

911 DISPATCHER (2) (4) (7) (9)
911 TELECOMMUNICATOR (2) (3) (7) (8)
ADMINISTRATIVE ASSISTANT IV (1) (6)
BENEFITS SERVICES SPECIALIST (1) (6)
HUMAN RESOURCES ASSISTANT (1) (6)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1) (6)
REVENUE COLLECTION SPECIALIST (1) (6)
WATER PLANT MAINTENANCE ASSISTANT (5) (10)

Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42

(1) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,818.24	2,102.67
Annual	43,325.88	46,347.34	47,274.29	54,669.42

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,871.72
Annual	48,664.71

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,871.72	1,965.31	2,004.62	2,192.36
Annual	48,664.71	51,098.06	52,120.12	57,001.36

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,258.13
Annual	58,711.38

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,345.83
Annual	60,991.58

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90

Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50

- (6) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

- (7) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (8) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,716.37	1,836.07	1,872.79	2,165.75
Annual	44,625.62	47,737.82	48,692.54	56,309.50

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,927.87
Annual	50,124.62

- (9) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,927.87	2,024.26	2,064.75	2,258.13
Annual	50,124.62	52,630.76	53,683.50	58,711.38

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,325.87
Annual	60,472.62

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,416.20
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Annual	62,821.20
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(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

SECTION 7: SKILLED CRAFT

Pay Range 7KN

Official Rate Biweekly

CARPENTER (1) (2) (7) (8)
CEMENT FINISHER (1) (4) (7) (10)
PAINTER LEADWORKER, BRIDGE AND IRON (3) (5) (9) (11)
SIGN AND MARKING TECHNICIAN (6) (12)

Wage Rate:

Hourly	27.97	28.55
Biweekly	2,237.49	2,284.22
Annual	58,174.74	59,389.72

(1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(2) Recruitment is at:

Biweekly	2,284.22
Annual	59,389.72

(3) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

(4) Recruitment is at:

Biweekly	2,251.90
Annual	58,549.40

(5) Recruitment is at:

Biweekly	2,240.58
Annual	58,255.08

(6) Recruitment is at:

Biweekly	2,257.46
Annual	58,693.96

Resident Wage Incentive:

Hourly	28.81	29.41
Biweekly	2,304.61	2,352.75
Annual	59,919.86	61,171.50

(7) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(8) Recruitment is at:

Biweekly	2,352.75
Annual	61,171.50

(9) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

(10) Recruitment is at:

Biweekly	2,319.46
Annual	60,305.96

(11) Recruitment is at:

Biweekly	2,307.80
Annual	60,002.80

(12) Recruitment is at:

Biweekly	2,325.18
Annual	60,454.68

Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (6)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (7) (8)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (4) (9)
SEWER MASON (1) (6)
WATER PLANT HVAC MAINTENANCE TECHNICIAN (5) (10)
WATER PLANT MACHINE REPAIRPERSON (5) (10)

Wage Rate:

Hourly	33.67	33.90
Biweekly	2,693.87	2,711.65
Annual	70,040.62	70,502.90

(1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,799.20
Annual	72,779.20

(3) Recruitment is at:

Biweekly	2,711.65
Annual	70,502.90

(4) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,580.40	1,896.48	2,370.60	2,844.72
Annual	41,090.40	49,308.48	61,635.60	73,962.72

(5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,154.71	2,716.14
Annual	56,022.46	70,619.64

Resident Wage Incentive:

Hourly	34.68	34.91
Biweekly	2,774.69	2,793.00
Annual	72,141.94	72,618.00

(6) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(7) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at:

Biweekly	2,883.18
Annual	74,962.68

(8) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

(9) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,627.81	1,953.37	2,441.72	2,930.06
Annual	42,323.06	50,787.62	63,484.72	76,181.56

(10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,219.35	2,797.62
Annual	57,703.10	72,738.12

Pay Range 7SN

Official Rate Biweekly

MUNICIPAL SERVICES ELECTRICIAN (1) (2)
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Wage Rate:

Hourly	39.51
Biweekly	3,160.80
Annual	82,180.80

- (1) Additional \$1.50 per hour for holding a Type C Contractors Electrical License and/or performing lead work assignments.

Resident Wage Incentive:

Hourly	40.70
Biweekly	3,255.62
Annual	84,646.12

- (2) Additional \$1.50 per hour for holding a Type C Contractors Electrical License and/or performing lead work assignments.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8DN

Official Rate Biweekly

CITY LABORER (8) (12) (21) (25)
CUSTODIAL WORKER II – CITY LABORER (1) (2) (3) (4) (5) (6) (7) (10) (14) (15) (16) (17) (18) (19) (22) (23)
GARAGE ATTENDANT (4) (9) (11) (17) (22) (24)
LOCATOR TECHNICIAN (11) (24)
SANITATION YARD ATTENDANT (11) (13) (24) (26)
TOW LOT ATTENDANT (11) (24)

Wage Rate:

Hourly	16.28	19.45
Biweekly	1,302.21	1,555.77
Annual	33,857.46	40,450.02

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of:

Biweekly	1,567.43
Annual	40,753.18

- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.

- (6) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of:

Biweekly	1,567.43
Annual	40,753.18

- (8) Recruitment is at the following rate:

Biweekly	1,417.02
Annual	36,842.52

- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.

- (10) Recruitment is at:

Biweekly	1,403.06
Annual	36,479.56

- (11) Recruitment is at:

Biweekly	1,417.02
Annual	36,842.52

- (12) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

- (13) An employee to be compensated an additional 3% when assigned to perform Brine Operations duties

Resident Wage Incentive:

Hourly	16.77	20.03
Biweekly	1,341.28	1,602.44
Annual	34,873.28	41,663.44

- (14) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.

- (15) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.

- (16) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of:

Biweekly	1,614.45
Annual	41,975.70

- (17) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

- (18) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.

- (19) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.

- (20) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of:

Biweekly	1,614.45
Annual	41,975.70

- (21) Recruitment is at the following rate:

Biweekly	1,459.53
Annual	37,947.78

(22) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.

(23) Recruitment is at:

Biweekly	1,445.15
Annual	37,573.90

(24) Recruitment is at:

Biweekly	1,459.53
Annual	37,947.78

(25) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.

(26) An employee to be compensated an additional 3% when assigned to perform Brine Operations duties

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9QX

Official Rate Biweekly

MUNICIPAL COURT COMMISSIONER
TEMPORARY DISEASE INTERVENTION SPECIALIST SUPERVISOR (1) (2)

Wage Rate:

Hourly	46.95
Biweekly	3,755.72
Annual	97,648.72

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

Biweekly	2,454.12	3,147.86
Annual	63,807.12	81,844.36

Resident Wage Incentive:

Hourly	48.35
Biweekly	3,868.39
Annual	100,578.14

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

Biweekly	2,527.74	3,242.30
Annual	65,721.24	84,299.80