

CC # 210480 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1CX

Official Rate Biweekly

BOZA ADMINISTRATIVE COORDINATOR
BUILDING SERVICES MANAGER (1) (4)
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
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 1DX

Official Rate Biweekly

CITY CHANNEL MANAGER (7) (14)
CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3)(4)(10)(11)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (8)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (9) (13)
HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4) (11)
HEALTH PROJECT SUPERVISOR - DADS (4)(11)
HEALTHCARE ACCESS PROGRAM MANAGER
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY SECURITY MANAGER (7) (14)
PARKING SERVICES SUPERVISOR (2) (9)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (10)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (9) (12)
SANITATION DISTRICT MANAGER (2) (9)
URBAN FORESTRY MANAGER (2) (9)
VITAL STATISTICS AND FIMR MANAGER

WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

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 up to the following rate with the approval of DER:

Biweekly	2,278.96
Annual	59,252.96

- (2) 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.
- (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:

Biweekly	2,384.62
Annual	62,000.12

- (5) Recruitment is at:

Biweekly	2,248.55
Annual	58,462.30

- (6) Recruitment is at:

Biweekly	2,543.02
Annual	66,118.52

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

Biweekly	2,278.96
Annual	59,252.96

Resident Wage Incentive:

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

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

Biweekly	2,347.33
Annual	61,030.58

- (9) 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.
- (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 at:

Biweekly	2,456.16
Annual	63,860.16

(12) Recruitment is at:

Biweekly	2,316.01
Annual	60,216.26

(13) Recruitment is at:

Biweekly	2,619.31
Annual	68,102.06

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

Biweekly	2,347.33
Annual	61,030.58

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (3)(19)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (25)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (18) (19)
DOULA PROGRAM MANAGER (9) (25)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (25)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (30)
FIRE DISPATCH ASSISTANT MANAGER (6) (22)
FIRE EQUIPMENT REPAIRS MANAGER (14) (30)
FIRE FLEET AND EQUIPMENT MANAGER (14) (30)
FLEET ACQUISITION MANAGER (4) (20)
FLEET OPERATIONS AND TRAINING MANAGER (4) (15) (20) (31)
GREENHOUSE AND NURSERY MANAGER
HOUSING REHABILITATION MANAGER (12) (28)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY CIRCULATION MANAGER (15) (16) (31) (32)
LIBRARY SERVICES ASSISTANT MANAGER (7) (23)
MEN'S HEALTH MANAGER (9) (25)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (19)
PAY SERVICES SUPERVISOR (3) (19)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (26)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (29)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (17)

PUBLIC HEALTH NURSE SUPERVISOR (8) (24)
STRONG BABIES PROGRAM MANAGER (8) (24)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (21)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (27)
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (25)
WIC PROGRAM MANAGER
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (3) (19)

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 is at:

Biweekly	2,694.38
Annual	70,053.88

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

- (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.

(16) Recruitment is at:

Biweekly	2,428.42
Annual	63,138.92

Resident Wage Incentive:

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

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

(18) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(19) 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.

(20) 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.

(21) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(22) 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

(23) Recruitment is at:

Biweekly	2,775.21
Annual	72,155.46

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

(24) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(25) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(26) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(27) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(28) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

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

(30) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

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

(32) Recruitment is at:

Biweekly	2,501.27
Annual	65,033.02

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (12) (14)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (12)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (19)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (14) (17)
HOME ENVIRONMENTAL HEALTH MANAGER (2) (12)
HUMAN RESOURCES OFFICER (2) (12)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARY BUSINESS MANAGER (1) (11)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (14)
PROPERTY CONTROL MANAGER (3) (13)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ENFORCEMENT SUPERVISOR (2) (12)
STREET REPAIR DISTRICT MANAGER (4) (14)
TOW LOT MANAGER
UCC OPERATIONS MANAGER

WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (15)
WATER PLANT OPERATIONS SUPERVISOR (6) (16)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (18)
WATER QUALITY OPERATIONS MANAGER (10) (20)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,637.35
Annual	68,571.10

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

(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

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

Resident Wage Incentive:

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

(11) Recruitment is at:

Biweekly	2,716.47
Annual	70,628.22

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

(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	3,143.55
Annual	81,732.30

(14) 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.

(15) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(16) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(17) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(18) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(19) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

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

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (14)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (19)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (13)
BUILDING CODES ENFORCEMENT MANAGER (2) (13)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (13)
DATA SERVICES MANAGER

ELECTRICAL INSPECTION SUPERVISOR (2) (13)
ELECTRICAL SERVICES MANAGER (1) (4) (12) (15)
FIRE DISPATCH MANAGER (5) (16)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (13)
HEALTH DATA AND EVALUATION DIRECTOR (9) (20)
HEALTH STRATEGY DIRECTOR (2) (13)
HOUSING PROGRAMS MANAGER (6) (17)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (20)
IT SUPPORT SERVICES SUPERVISOR (8) (19)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (15)
LIBRARY SERVICES MANAGER (11) (22)
LONG RANGE PLANNING MANAGER
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (13)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (13)
RETIREMENT PLAN MANAGER (2) (13)
SAFETY MANAGER (7) (18)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (20)
WATER ACCOUNTING MANAGER (2) (13)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (21)

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 Wisconsin Electrical Contractor 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	3,382.05
Annual	87,933.30

- (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

(11) Recruitment is at:

Biweekly	2,883.00
Annual	74,958.00

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

Resident Wage Incentive:

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

(12) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(13) 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.

(14) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

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

Biweekly	3,483.51
Annual	90,571.26

(16) 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

(17) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(18) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

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

(20) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(21) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(22) Recruitment is at:

Biweekly	2,969.49
Annual	77,206.74

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

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (8)
BUSINESS SYSTEMS MANAGER (2) (9)
DATABASE ADMINISTRATOR
ELECTION COMMISSION - DEPUTY DIRECTOR
ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (11) (13)
FACILITIES MANAGER (1) (8)
FIRE AND POLICE COMMISSION CHIEF OF STAFF
FIRE INFORMATION SYSTEMS MANAGER (1) (8)
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (8)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (12)
LIBRARY FACILITIES MANAGER (4) (6) (11) (13)
LIBRARY PUBLIC SERVICES AREA MANAGER (7) (14)
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) (10)

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	3,476.88
Annual	90,398.88

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(7) Recruitment is at:

Biweekly	3,171.31
Annual	82,454.06

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

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

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

(9) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(10) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

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

Biweekly	3,581.19
Annual	93,110.94

(12) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

(13) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(14) Recruitment is at:

Biweekly	3,171.31
Annual	82,454.06

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER (5) (15)
AUDIT MANAGER (6) (16)
BRIDGE MAINTENANCE MANAGER (5) (15)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (12)
CHIEF EQUITY OFFICER (9) (19)
CITY PAYROLL MANAGER (6) (16)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (12)
CONSTRUCTION MANAGEMENT ENGINEER (5) (15)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
COURT IT MANAGER (6) (16)
DEPUTY COURT ADMINISTRATOR (6) (16)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (15)
EMERGENCY COMMUNICATIONS MANAGER (4) (14)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (11)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (16)
ERS CHIEF FINANCIAL OFFICER (2) (12)
ERS SYSTEMS MANAGER (6) (16)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION AUDIT MANAGER (2) (12)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (12)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (12)
FUNCTIONAL APPLICATIONS MANAGER (3) (13)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (2)(12)
MANAGEMENT CIVIL ENGINEER – SENIOR (5) (15)
MANAGEMENT ENGINEER (5) (15)
MATERNAL AND CHILD HEALTH DIRECTOR (2) (12)
MECHANICAL ENGINEER IV (5) (15)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (12)
PORT OPERATIONS MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (2) (12)
PUBLIC HEALTH NURSING DIRECTOR
PUBLIC SAFETY PROJECT MANAGER (2) (12)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (17)
REVENUE AND FINANCIAL SERVICES MANAGER
SEWER SERVICES MANAGER (5) (15)
SPECIAL ENFORCEMENT MANAGER (2) (12)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER (5) (15)
SYSTEMS INTEGRATION MANAGER (2) (12)

TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (15)
TRANSPORTATION ENGINEERING PLANNER (5) (15)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (12)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (12)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (8) (10) (18) (20)
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 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	3,476.88
Annual	90,398.88

(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	3,476.88
Annual	90,398.88

(9) Recruitment is at:

Biweekly	3,517.97
Annual	91,467.22

and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

Resident Wage Incentive:

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

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

Biweekly	3,899.08
Annual	101,376.08

(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 authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(14) 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

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

Biweekly	3,581.19
Annual	93,110.94

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

(17) 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

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

Biweekly	3,581.19
Annual	93,110.94

(19) Recruitment is at:

Biweekly	3,623.51
Annual	94,211.26

and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(20) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (7)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (7) (8)

ASSOCIATE LIBRARY DIRECTOR (6) (12)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V (4) (10)
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (8)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (8)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (8)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (5) (9) (11)
ERS – DISABILITY DEPUTY DIRECTOR (2) (8)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (8)
SANITATION SERVICES MANAGER
STREET SERVICES MANAGER (4) (10)

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	3,476.88
Annual	90,398.88

(4) 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	3,476.88
Annual	90,398.88

(5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

(6) Recruitment is at:

Biweekly	3,488.42
Annual	90,698.92

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

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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(7) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

(8) 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.

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

Biweekly	3,581.19
Annual	93,110.94

(10) 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	3,581.19
Annual	93,110.94

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

(12) Recruitment is at:

Biweekly	3,593.07
Annual	93,419.82

And may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (3)
CHIEF ASSESSOR
CITY CLERK
CITY PURCHASING DIRECTOR
DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR (2) (4)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

Wage Rate:

Hourly	43.94	61.52
Biweekly	3,515.53	4,921.61
Annual	91,403.78	127,961.86

(1) Recruitment is at:

Biweekly	3,867.04
Annual	100,543.04

and 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	3,837.27
Annual	99,769.02

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

Resident Wage Incentive:

Hourly	45.26	63.37
Biweekly	3,621.00	5,069.26
Annual	94,146.00	131,800.76

(3) Recruitment is at:

Biweekly	3,983.05
Annual	103,559.30

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

(4) Recruitment is at:

Biweekly	3,952.39
Annual	102,762.14

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

Pay Range 1NX

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR (4) (9)
CHIEF INFORMATION OFFICER
CHIEF INVESTMENT OFFICER (1) (2) (6) (7)
DEPUTY COMMISSIONER – CITY DEVELOPMENT
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (3) (8)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR (5) (10)
MUNICIPAL PORT DIRECTOR
SPECIAL DEPUTY CITY ATTORNEY (3) (8)

Wage Rate:

Hourly	49.92	69.90
Biweekly	3,993.89	5,591.60
Annual	103,841.14	145,381.60

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range with the approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (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:

Biweekly	4,393.31
Annual	114,226.06

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

(5) Recruitment is at:

Biweekly	4,381.77
Annual	113,926.02

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel

Resident Wage Incentive:

Hourly	51.42	71.99
Biweekly	4,113.71	5,759.35
Annual	106,956.46	149,743.10

- (6) Recruitment may be at any rate in the pay range.
- (7) Compensation may be at any rate in the pay range with the approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (8) 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.
- (9) Recruitment is at:

Biweekly	4,525.11
Annual	117,652.86

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

(10) Recruitment is at:

Biweekly	4,513.22
Annual	117,343.72

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel

SECTION 2: PROFESSIONALS

Pay Range 2BN

Official Rate Biweekly

ADMINISTRATIVE SERVICES SPECIALIST
EXECUTIVE ADMINISTRATIVE ASSISTANT I
GRAPHIC DESIGNER II (3) (7)
LIBRARY TECHNOLOGY SPECIALIST (4) (8)
LIBRARY YOUTH EDUCATOR (2) (6)
OFFICE SUPERVISOR I
PENSION SPECIALIST
PUBLIC HEALTH EDUCATOR I (2) (6)
REAL ESTATE COORDINATOR I (1) (5)

Wage Rate:

Hourly	17.99	25.19
Biweekly	1,439.44	2,015.04
Annual	37,425.44	52,391.04

(1) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(2) Recruitment is at:

Biweekly	1,577.90
Annual	41,025.40

(3) Recruitment is at:

Biweekly	1,682.03
Annual	43,732.78

(4) Recruitment is at:

Biweekly	1,554.58
Annual	40,419.08

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

Biweekly	1,669.70
Annual	43,412.20

Resident Wage Incentive:

Hourly	18.53	25.94
Biweekly	1,482.62	2,075.49
Annual	38,548.12	53,962.74

(5) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(6) Recruitment is at:

Biweekly	1,625.24
Annual	42,256.24

(7) Recruitment is at:

Biweekly	1,732.49
Annual	45,044.74

(8) Recruitment is at:

Biweekly	1,601.22
Annual	41,631.72

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

Biweekly	1,719.79
Annual	44,714.54

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (11) (14)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (15)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (15)
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (12) (15)
GRAPHIC DESIGNER – LEAD (5) (15)
LEGISLATIVE ASSISTANT (3) (13)
LIBRARIAN ASSOCIATE (10) (20)
LIBRARY COPY CATALOGING SPECIALIST (8) (9) (18) (19)
LIBRARY REFERENCE ASSISTANT (10) (20)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (17)
MEDIA SPECIALIST (6) (16)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (17)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (15)
RECAST PROGRAM COORDINATOR (5) (15)
RENT ASSISTANCE INSPECTOR (6) (16)
RENT ASSISTANCE SPECIALIST II (6) (16)

Wage Rate:

Hourly	19.17	26.84
Biweekly	1,533.87	2,147.11
Annual	39,880.62	55,824.86

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

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

Biweekly	2,025.15
Annual	52,653.90

- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

- (4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

- (5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

- (6) Recruitment is at:

Biweekly	1,731.26
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(7) Recruitment is at:

Annual	45,012.76
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Biweekly	1,656.51
Annual	43,069.26

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

Biweekly	1,779.17
Annual	46,258.42

(8) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

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

(10) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

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

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	1,579.89	2,211.52
Annual	41,077.14	57,499.52

(11) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

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

Biweekly	2,085.90
Annual	54,233.40

(13) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(14) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(15) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(16) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(17) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

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

Biweekly	1,832.55
Annual	47,646.30

(18) Recruitment is at:

Biweekly	1,921.34
Annual	49,954.84

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

(20) Recruitment is at:

Biweekly	1,921.34
Annual	49,954.84

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

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (25)
ADMINISTRATIVE SUPPORT SPECIALIST (19) (38)
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (27)
CITY PAYROLL SPECIALIST (18) (37)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (24)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (20)
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)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (28)
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (17) (36)
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 (1) (20)
PURCHASING AGENT (16) (35)
REAL ESTATE COORDINATOR II (8) (27)
RENT ASSISTANCE SPECIALIST III (2) (8) (21) (27)
SAFETY SPECIALIST (15) (34)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

Hourly	20.43	28.60
Biweekly	1,634.62	2,288.38

Annual	42,500.12	59,497.88
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- (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
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Annual	52,678.60	55,902.86
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- (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
Annual	55,984.50	59,411.30

- (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	1,742.53
Annual	45,305.78

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

- (17) 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

- (18) 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.

- (19) Recruitment may be at any point in the range based on experience and credentials with the 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
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Annual	59,059.26
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- (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	1,794.81
Annual	46,665.06

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

(36) 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

(37) 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.

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

Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (17) (37)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (21)
COMMUNITY OUTREACH SPECIALIST (14) (34)
DOULA
ELECTRICAL ENGINEER I (1) (21)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (16) (36)
FIRE PROTECTION ENGINEER I (15) (35)
HOUSING PROGRAMS SPECIALIST (12) (32)
INVESTIGATOR/ADJUSTER (2) (3) (22) (23)
IT SUPPORT SPECIALIST (11) (31)
LABORATORY DATA SPECIALIST (4) (24)
LACTATION COUNSELOR (14) (34)
LEAD PROJECT SPECIALIST
LIBRARIAN I (10) (30)
LIBRARY CIRCULATION SERVICES COORDINATOR (4) (18) (24) (38)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (20) (40)
LIBRARY SERVICES COORDINATOR (4) (18) (19) (24) (38) (39)
LIBRARY TECHNICAL SERVICES COORDINATOR (4) (18) (24) (38)
LIBRARY VOLUNTEER COORDINATOR (20) (40)
MECHANICAL ENGINEER I (1) (21)
MEDIA PRODUCER (6) (26)
PLAN EXAMINER SPECIALIST (7) (27)
PUBLIC HEALTH NURSE 2 (8) (9) (28) (29)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (36)

WATER CHEMIST (5) (25)
WATER TREATMENT PLANT OPERATOR (13) (33)

Wage Rate:

Hourly	21.78	30.49
Biweekly	1,742.53	2,439.48
Annual	45,305.78	63,426.48

- (1) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944.08

- (2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

- (3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

- (4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

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

Biweekly	1,810.00
Annual	47,060.00

- (6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

- (7) 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	2,160.38	2,570.54
Annual	56,169.88	66,843.04

- (8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. 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	2,142.15	2,439.48
Annual	55,695.90	63,426.48

- (9) **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.

- (10) Recruitment is at:

Biweekly	2,199.42
Annual	57,184.92

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

- (11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

- (12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

- (13) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,762.81
Annual	45,833.06

- (14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

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

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

Biweekly	2,142.48
Annual	55,704.48

- (17) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,267.08
Annual	58,944.08

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

- (19) Additional one-time \$400 incentive for completing reference coursework.

- (20) Recruitment is at:

Biweekly	1,951.62
Annual	50,742.12

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

Resident Wage Incentive:

Hourly	22.44	31.41
Biweekly	1,794.81	2,512.66
Annual	46,665.06	65,329.16

- (21) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

- (22) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

(23) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

(24) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

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

Biweekly	1,864.30
Annual	48,471.80

(26) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

(27) 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	2,225.19	2,647.66
Annual	57,854.94	68,839.16

(28) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. 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	2,206.41	2,512.66
Annual	57,366.66	65,329.16

(29) **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.

(30) Recruitment is at:

Biweekly	2,265.40
Annual	58,900.40

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

(31) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(32) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

(33) Minimum recruitment is at the following rate. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Biweekly	1,815.69
Annual	47,207.94

(34) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

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

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

Biweekly	2,206.75
Annual	57,375.50

(37) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,335.09
Annual	60,712.34

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

(39) Additional one-time \$400 incentive for completing reference coursework.

(40) Recruitment is at:

Biweekly	2,010.17
Annual	52,264.42

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

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

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

(1) Incumbents are limited to the minimum of the pay range.

(2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

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

Resident Wage Incentive:

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

(4) Incumbents are limited to the minimum of the pay range.

(5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

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

Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (14)
ENVIRONMENTAL HEALTH COORDINATOR (8) (17)
ENVIRONMENTAL RISK OFFICER (1) (10)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (9) (18)
FIRE DISPATCHER – SENIOR (5) (6) (14) (15)
LIBRARIAN II (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
Annual	66,422.98	71,704.88

- (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:

Biweekly	2,353.38
Annual	61,187.88

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

- (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	2,423.98
Annual	63,023.48

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

- (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 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (13) (27)
CIVIL ENGINEER II (4) (18)
CRIME ANALYST (1) (18)
DOULA PROGRAM COORDINATOR (12) (26)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (18)
FIRE PROTECTION ENGINEER II (4) (12) (18) (26)
GIS ANALYST (5) (19)
HOUSING REHABILITATION SPECIALIST (10) (24)
INTELLIGENCE ANALYST (1) (15)
IT SUPPORT SPECIALIST – SENIOR (3) (17)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (23)
LIBRARIAN III (14) (28)
MECHANICAL ENGINEER II (4) (18)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (20)
PROGRAMMER ANALYST (3) (17)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (16) (22)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (25)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (20) (21)

WATER QUALITY ANALYST (5) (19)

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

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

Biweekly	2,426.79
Annual	63,096.54

- (2) **Career Ladder Position.** Recruitment is at the 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	2,162.85	2,771.65
Annual	56,234.10	72,062.90

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

Biweekly	2,183.34
Annual	56,766.84

- (4) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

- (6) **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	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

- (7) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.

- (8) **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.

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

Biweekly	2,114.62
Annual	54,980.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment

above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

(11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

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

(13) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

(14) Recruitment is at:

Biweekly	2,518.12
Annual	65,471.12

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

Resident Wage Incentive:

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

(15) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

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

Biweekly	2,499.59
Annual	64,989.34

(16) **Career Ladder Position.** Recruitment is at the 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	2,227.74	2,854.80
Annual	57,921.24	74,224.80

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

Biweekly	2,248.84
Annual	58,469.84

- (18) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

- (19) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

- (20) **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	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

- (21) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (22) **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.
- (23) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,178.06
Annual	56,629.56

- (24) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

- (25) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (26) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.
- (27) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

- (28) Recruitment is at:

Biweekly	2,593.66
Annual	67,435.16

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

Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
ASSOCIATE IT AUDITOR (9) (18)
AUDITOR (9) (18)
BENEFITS SYSTEMS ANALYST (3) (12)
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS INCLUSION PROGRAM COORDINATOR (7) (16)
BUSINESS OPERATIONS SPECIALIST (7) (16)
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (7) (16)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (6) (15)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (11)
IT PROJECT COORDINATOR (4) (13)
LEGISLATIVE FISCAL ANALYST – SENIOR
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (10) (12)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (8) (17)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (15)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

Wage Rate:

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

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
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- | | | |
|--------|-----------|-----------|
| Annual | 58,462.30 | 81,844.36 |
|--------|-----------|-----------|
- (2) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,314.33 |
| Annual | 60,172.58 |
- (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:
- | | |
|----------|-----------|
| Biweekly | 2,183.35 |
| Annual | 56,767.10 |
- (5) Benjamin Timm is authorized at the following rate:
- | | |
|----------|-----------|
| Biweekly | 2,792.23 |
| Annual | 72,597.98 |
- (6) Tory Kress is authorized at the following rate:
- | | |
|----------|-----------|
| Biweekly | 2,800.80 |
| Annual | 72,820.80 |
- (7) Recruitment may be at any rate in the pay range with the approval of DER.
- (8) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (9) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

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

- (10) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:
- | | | |
|----------|-----------|-----------|
| Biweekly | 2,316.01 | 3,242.30 |
| Annual | 60,216.26 | 84,299.80 |
- (11) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,383.76 |
| Annual | 61,977.76 |
- (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 | 2,248.85 |
| Annual | 58,470.10 |
- (14) Benjamin Timm is authorized at the following rate:
- | | |
|----------|-----------|
| Biweekly | 2,876.00 |
| Annual | 74,776.00 |
- (15) Tory Kress is authorized at the following rate:
- | | |
|----------|-----------|
| Biweekly | 2,884.82 |
| Annual | 75,005.32 |
- (16) Recruitment may be at any rate in the pay range with the approval of DER.
- (17) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

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

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (7)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY 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) (8)
HUMAN RESOURCES REPRESENTATIVE (1) (7)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER
IT AUDITOR (5) (11)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (10)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (7)
RECAST PROGRAM MANAGER (4) (10)
SENIOR AUDITOR (5) (11)
SENIOR PLANNER (3) (9)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (9)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (6) (12)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (7)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (4) (10)

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

Biweekly	2,359.85
Annual	61,356.10

Resident Wage Incentive:

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

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

Biweekly	2,399.49
Annual	62,386.74

- (9) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

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

Biweekly	2,430.65
Annual	63,196.90

Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (5) (11)
CIVIL ENGINEER III (3) (9)
ELECTRICAL ENGINEER III (3) (9)
ENGINEERING TECHNICIAN VI (1) (7)
FACILITIES PROJECT COORDINATOR (3) (9)
LAND SURVEYOR (2) (8)

MECHANICAL ENGINEER III (3) (9)
SENIOR TRANSPORTATION PLANNER (6) (12)
WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (10)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,599.87
Annual	67,596.62

(2) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

and may be up to the following rate with the approval of the Department of Employee Relations 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 the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,743.19
Annual	71,322.94

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment 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 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	2,428.12	2,548.08	2,668.03	2,787.99	2,907.95	3,027.90	3,147.86
Annual	63,131.12	66,250.08	69,368.78	72,487.74	75,606.70	78,725.40	81,844.36

(5) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,743.19
Annual	71,322.94

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing an AICP certification to be paid an additional 3%.

Biweekly	2,743.19
Annual	71,322.94

Resident Wage Incentive:

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

(7) Recruitment is at:

Biweekly	2,677.87
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Annual	69,624.62
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(8) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

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

Biweekly	2,956.10
Annual	76,858.60

(9) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,825.49
Annual	73,462.74

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment 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 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	2,500.96	2,624.52	2,748.07	2,871.63	2,995.19	3,118.74	3,242.30
Annual	65,024.96	68,237.52	71,449.82	74,662.38	77,874.94	81,087.24	84,299.80

(11) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,825.49
Annual	73,462.74

(12) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing an AICP certification to be paid an additional 3%.

Biweekly	2,825.49
Annual	73,462.74

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (8)
BUDGET AND FISCAL POLICY ANALYST I (1) (7)
BUSINESS SYSTEMS COORDINATOR
COMPTROLLER NETWORK ADMINISTRATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (11)
FIRE HEALTH AND SAFETY MANAGER
FINANCIAL ANALYST (6) (12)
FISCAL PLANNING SPECIALIST
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST

INSPECTOR GENERAL (5) (11)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (10)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (9)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (11)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (10)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (10)
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 is at:

Biweekly	2,473.38
Annual	64,307.88

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

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

Resident Wage Incentive:

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

- (7) Recruitment is at:

Biweekly	2,547.58
Annual	66,237.08

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

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

(9) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

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

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

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

Pay Range 2JX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST II (7) (15)
BUSINESS SYSTEMS ADMINISTRATOR (2) (10)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (10)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (10)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (12)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (13)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (10)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (3) (11)
RESOURCE RECOVERY PROGRAM MANAGER (1) (9)
RISK MANAGEMENT AND SAFETY OFFICER (2) (10)
SENIOR FINANCIAL ANALYST (8) (16)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (6) (9) (14)
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

- (7) Recruitment is at:

Biweekly	2,637.35
Annual	68,571.10

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

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

Resident Wage Incentive:

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

- (9) 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.

- (10) Recruitment 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 at:

Biweekly	2,786.31
Annual	72,444.06

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

Biweekly	3,480.72
Annual	90,498.72

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

- (14) Recruitment is at:

Biweekly	2,716.47
Annual	70,628.22

- (15) Recruitment is at:

Biweekly	2,716.47
Annual	70,268.22

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

- (16) Recruitment may be at any rate in the range with DER approval.

SECTION 5: PARAPROFESSIONALS

Pay Range 5DN

Official Rate Biweekly

FORENSIC IDENTIFICATION PROCESSOR (4) (10)
INTERNET ANALYST (1) (7)
LIBRARYCIRCULATION SERVICES REPRESENTATIVE (5) (11)
LIBRARY COMMUNICATIONS ASSISTANT (6) (12)
LIBRARY TECHNICAL SERVICES SPECIALIST (5) (11)
LICENSE SPECIALIST I (2) (8)
POLICE RECORDS SPECIALIST II (3) (9)
WATER LABORATORY TECHNICIAN

Wage Rate:

Hourly	17.43	20.63
Biweekly	1,394.31	1,650.61
Annual	36,252.06	42,915.86

(1) Recruitment is at:

Biweekly	1,487.52
Annual	38,675.52

(2) **Career Ladder Position.** Minimum recruitment is at:

Biweekly	1,521.77
Annual	39,566.02

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

Biweekly	1,797.06
Annual	46,723.56

(3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,521.77	1,582.64	1,645.95	1,713.29
Annual	39,566.02	41,148.64	42,794.70	44,545.54

(4) To be paid the following rates:

Biweekly	1,521.77	1,713.29
Annual	39,566.02	44,545.54

(5) Recruitment is at:

Biweekly	1,453.15
Annual	37,781.90

(6) Recruitment is at:

Biweekly	1,455.00
Annual	37,830.00

Resident Wage Incentive:

Hourly	17.95	21.25
Biweekly	1,436.14	1,700.13
Annual	37,339.64	44,203.38

(7) Recruitment is at:

Biweekly	1,532.15
Annual	39,835.90

(8) **Career Ladder Position.** Recruitment is at:

Biweekly	1,567.42
Annual	40,752.92

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

Biweekly	1,850.97
Annual	48,125.22

(9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,567.42	1,630.12	1,695.33	1,764.69
Annual	40,752.92	42,383.12	44,078.58	45,881.94

(10) To be paid the following rates:

Biweekly	1,567.42	1,764.69
Annual	40,752.92	45,881.94

(11) Recruitment is at:

Biweekly	1,496.74
Annual	38,915.24

(12) Recruitment is at:

Biweekly	1,498.65
Annual	38,964.90

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 CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (6)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (6)
PROGRAM ASSISTANT III (1) (6)
REVENUE COLLECTION SPECIALIST (1) (6)
WATER PLANT MAINTENANCE ASSISTANT (5) (10)

Wage Rate:

Hourly	22.28	26.28
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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
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Annual	60,472.62	62,286.90
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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
Annual	62,821.20

- (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 7CN

Official Rate Biweekly

EQUIPMENT MECHANIC II
EQUIPMENT MECHANIC III (1) (2) (5) (6)
URBAN FORESTRY ARBORIST APPRENTICE (3) (4) (7) (8)

Wage Rate:

Hourly	19.31	21.82
Biweekly	1,544.61	1,745.79
Annual	40,159.86	45,390.54

- (1) Recruitment is at:

Biweekly	1,563.04
Annual	40,639.04

- (2) **Career Ladder Position:** Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,771.35
Annual	46,055.10

Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,806.77
Annual	46,976.02

- (3) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,442.40	1,622.61	1,756.37	1,845.60
Annual	37,502.40	42,187.86	45,665.62	47,985.60

Employees at the maximum rate of the pay range are not eligible for a lump sum payment.

- (4) An employee appointed as an Urban Forestry Arborist Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

Resident Wage Incentive:

Hourly	19.89	22.48
Biweekly	1,590.95	1,798.16
Annual	41,364.70	46,752.16

- (5) Recruitment is at:

Biweekly	1,609.93
Annual	41,858.18

- (6) **Career Ladder Position:** Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,824.49
Annual	47,436.74

Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification.

Employees may advance up to the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,860.97
Annual	48,385.22

- (7) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to step 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,485.67	1,671.29	1,809.06	1,900.97
Annual	38,627.42	43,453.54	47,035.56	49,425.22

- (8) An employee appointed as an Urban Forestry Arborist Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.