



Department of Employee Relations

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To: Chris Lee
Staff Assistant
Finance and Personnel Committee
Common Council
City of Milwaukee

From: Andrea Knickerbocker
Human Resources Manager
Department of Employee Relations
City of Milwaukee

Date: September 10, 2024

Re: Common Council File No. 240568

Please make the following corrections to the 2024 Salary Ordinance:

Effective PP 10, 2023:

- Under Pay Range 2IN:
 - o Repurpose footnote (1) to read and apply to the title ‘Public Health Nurse 3’:
(1) An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

Effective PP 12, 2023:

- Under Pay Range 4C – Pay Range 804:
 - o Delete the title ‘Forensic Investigator’
- Under Pay Range 4KN:
 - o Modify Pay Range to read ‘4KN – Pay Range 806’ and populate with the following rate table:

Effective Pay Period 12, 2023 (May 28, 2023)

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

Hourly	42.89	44.23	45.68
Biweekly	3,430.88	3,538.39	3,654.10
Annual	89,447.94	92,250.88	95,267.61

- o Add the title ‘Forensic Investigator’

- Create footnotes (1) (2) (3) (4) (5) and (6) and apply to the title ‘Forensic Investigator’:
- (1) **Associate’s Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	43.15	44.49	45.94
Biweekly	3,451.89	3,559.38	3,675.14
Annual	89,995.70	92,798.12	95,816.15

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

Hourly	43.48	44.82	46.27
Biweekly	3,478.15	3,585.65	3,701.39
Annual	90,680.34	93,483.02	96,500.52

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

Hourly	43.61	44.95	46.40
Biweekly	3,488.67	3,596.14	3,711.90
Annual	90,954.61	93,756.51	96,774.53

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

Hourly	40.73	42.01	43.38
Biweekly	3,258.41	3,360.49	3,470.40
Annual	84,951.40	87,612.77	90,478.28

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

Hourly	40.98	42.26	43.63
Biweekly	3,278.35	3,380.43	3,490.35
Annual	85,471.27	88,132.64	90,998.41

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

Hourly	41.29	42.57	43.94
Biweekly	3,303.29	3,405.38	3,515.32
Annual	86,121.49	88,783.12	91,649.41

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

Hourly	41.42	42.69	44.07
Biweekly	3,313.26	3,415.34	3,525.28
Annual	86,381.42	89,042.79	91,909.08

Effective PP 18, 2023:

- Under Pay Range 1FX:

- Delete the title ‘Sewer Maintenance Program Managr (1)’ and add the title ‘Sewer Maintenance Program Manager (1)’.
- Under Pay Range 7KN:
 - Create footnote (16) and apply to the title ‘Mason’:
(16) Employees in this title within DPW – Electrical Services to be paid the following rate:

Biweekly	3,499.08
Annual	90,976.08

- Under Pay Range 8AN:
 - Edit footnote (8) to read:
(8) Employees who attain a CDL to be paid the following rate:

Biweekly	1,777.21
Annual	46,207.46

- Under Pay Range 8CN:
 - Update footnote (4) to read:
(4) When assigned to work on the pole rig crew, an employee shall be paid at the Electrical Services Laborer 2 pay rate.’
- Under Pay Range 8FN:
 - Delete the title ‘Utility Crew Worker’.
 - Delete footnote (2) in its entirety and renumber accordingly.
- Under Pay Range 8JN:
 - Remove footnote designation (5) from the title ‘Special Equipment Operator III’

Effective PP 25, 2023:

- Under Pay Range 1GX:
 - Delete the title ‘Long Range Planning Manager’
 - Delete footnotes (2), (6) and (7) in their entirety and renumber accordingly.
- Under Pay Range 1NX:
 - Add the title ‘Electrical Inspection Supervisor’
 - Create footnote (8) and apply to the title ‘Electrical Inspection Supervisor’:
(8) Recruitment is at:

Biweekly	5,256.27
Annual	136,663.02

Effective PP 3, 2024:

- Under Pay Range 2JX:
 - o Add the title ‘Public Safety Geographic Information Analyst’
 - o Create footnote (12) and apply to the title ‘Public Safety Geographic Information Analyst’:

(12) Recruitment is at:

Biweekly	2,743.88
Annual	71,340.88

Effective PP 6, 2024:

- Under Pay Range 2GX:
 - o Delete the title ‘Municipal Court Clerk – Lead’

Effective PP 10, 2024:

- Under Pay Range 1IX:
 - o Delete the title ‘Community Wellness and Safety Director’

Effective PP 13, 2024:

- Under Pay Range 2EN:
 - o Delete the title ‘Municipal Research Library Reference Assistant (1)’
 - o Add the title ‘Municipal Research Library Services Assistant (1)’

Effective PP 17, 2024:

- Under Pay Range 4EN:
 - o Delete the title ‘Milwaukee Overdose Response Initiative Lead Assistant (2) (3)’
 - o Add the title ‘Milwaukee Overdose Response Initiative Lead Assistant (2) (3)’

Effective PP 19, 2024:

- Under Pay Range 1FX:
 - o Delete the title ‘Water Customer Services Supervisor (1)’
 - o Add the title ‘Water Customer Service Supervisor (1)’

- Under Pay Range 1MX:
 - o Sort titles listed in chart so they are alphabetical.

- Under Pay Range 2KX:
 - o Sort titles listed in chart so they are alphabetical.

- Under Pay Range 5IN:
 - o Remove footnote (8) from the title ‘Program Assistant II’
 - o Delete footnote (8) in its entirety and renumber accordingly.

- Under Part II: Section 3: Salary at time of Appointment, B.:

- Delete paragraph and replace with the following:

B. Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2): In the event it becomes necessary to recruit at a rate above the minimum, unless otherwise noted in Part I, positions classified as Officials and Administrators or Professionals in pay ranges 1AX-1KX, 2AX-2OX, and 2AN-2MN may be authorized at any rate in the pay range with the approval of the Department of Employee Relations. Positions classified as Officials and Administrator or Professionals in pay ranges 1LX-1XX and 2PX-2TX may be authorized at any rate in the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

A department head who disagrees with a decision of the Department of Employee Relations and/or the Chair of the Finance and Personnel Committee made under this section may file with the City Clerk a request for review by the Finance and Personnel Committee. The decision of the Finance and Personnel Committee shall be final.

A listing of appointments made pursuant to this provision shall be maintained by the Department of Employee Relations and communicated to the Committee on Finance and Personnel as requested. Recruitment for purposes of this provision includes appointments after promotion.

Please make the following corrections to the 2024 Position Ordinance:

Effective PP 18, 2023:

- Under Police Department, Facilities Services Section:
 - Delete 36 positions of ‘Custodial Worker II – City Laborer’
 - Add 4 positions of ‘Custodial Worker 3’
 - Add 35 positions of ‘Custodial Worker 2’

Effective PP 25, 2023:

- Under Department of Public Works – Operations Division, Administration Section:
 - Delete 1 position ‘Sanitation Business Operations Manager’
- Under Department of Public Works – Operations Division, Sanitation Section:
 - Add 1 position ‘Sanitation Business Operations Manager’

Effective PP 1, 2024:

- Under Department of Public Works – Water Works, Business Organization, Meter Services:
 - Delete 1 position of Program Assistant I’
 - Add 1 position of ‘Office Assistant IV’
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