



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Harper Donahue IV**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

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: October 22, 2022

Re: Common Council File No. 220904

**Please make the following corrections to the 2022 Salary Ordinance:**

1. Under Pay Range 1BX:
  - Add the title ‘Administrative Services Supervisor’
2. Under Pay Range 2OX:
  - Delete the title table and replace with the following:

ARPA DIRECTOR (4) (5) (9) (10)
ASSISTANT CITY ATTORNEY IV (2) (7)
CAPITAL FINANCE MANAGER (4) (5) (9) (10)
PENSION INVESTMENT ANALYST SENIOR (1) (6)

3. Under Pay Range 2LX:
  - Add the title ‘Policy and Administration Manager’ and apply footnotes (3) and (7).
  - Amend the tables in footnotes (4) and (8) to reflect the correct rates:
    - (4) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92

(8) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

4. Under Pay Range 4EN:
  - Delete the title ‘Administrative Fire Lieutenant’
  - Delete footnote (1) and replace with the following:

(1) Employees promoted from the Firefighter classification to the Fire Lieutenant classification shall be appointed at the fourth pay step.

- Delete footnote (3) and replace with the following:

(3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- Apply footnotes (2) and (3) to the titles "Mobile Integrated Healthcare Program Operations Coordinator" and "Mobile Integrated Healthcare Program Supervisor".

5. Under Pay Range 4JN:

- Delete the titles "Administrative Fire Captain" and "Fire Captain – Incident Safety Officer"
- Delete footnote (1) and replace with the following:

(1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.

- Delete footnote (2) and replace with the following:

(2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- Apply footnotes (2) and (3) to the titles "EMS Education Coordinator", "EMS Instructor Coordinator", "EMS Supervisor", "EMS Technical Resource Specialist", "Milwaukee Overdose Response Initiative Supervisor", "Mobile Integrated Healthcare Program Manager", and "Recruitment Director".

6. Under Pay Range 5IN:

- Delete contents of footnotes (4) and (10) and replace with the following:

(4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

A 911 Dispatcher assigned to intermittent on-the-job peer training or assigned to perform a Fire Dispatcher – Senior assignment to be paid an additional 5% or at the minimum of the following range, whichever is greater. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% or at least the minimum of the following range, whichever is greater. For

purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12

(10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

A 911 Dispatcher assigned to intermittent on-the-job peer training or assigned to perform a Fire Dispatcher – Senior assignment to be paid an additional 5% or at the minimum of the following range, whichever is greater. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

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

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74

7. Under Pay Range 5EN:

- Delete footnote (9) and (14) and replace with the following:

(9) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,709.16	1,889.14
Annual	44,438.16	49,117.64

(14) Recruitment is at:

Biweekly	1,709.16
Annual	44,438.16

8. Under Pay Range 6HN:

- Delete footnotes (3) and (8) and renumber accordingly.

**Please make the following corrections to the 2023 Salary Ordinance:**

1. Under Pay Range 1BX:

- Add the title 'Administrative Services Supervisor'

2. Under Pay Range 2OX:

- Delete the title table and replace with the following:

ARPA DIRECTOR (4) (5) (9) (10)
ASSISTANT CITY ATTORNEY IV (2) (7)
CAPITAL FINANCE MANAGER (4) (5) (9) (10)
PENSION INVESTMENT ANALYST SENIOR (1) (6)

3. Under Pay Range 2LX:

- Add the title 'Policy and Administration Manager' and apply footnotes (3) and (7).
- Amend the tables in footnotes (4) and (8) to reflect the correct rates:

(4) Recruitment is at:

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(8) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

4. Under Pay Range 4EN:

- Delete the title ‘Administrative Fire Lieutenant’
- Delete footnote (1) and replace with the following:
  - (1) Employees promoted from the Firefighter classification to the Fire Lieutenant classification shall be appointed at the fourth pay step.
- Delete footnote (3) and replace with the following:
  - (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Fire Chief, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- Apply footnotes (2) and (3) to the titles “Mobile Integrated Healthcare Program Operations Coordinator” and ‘Mobile Integrated Healthcare Program Supervisor’.

5. Under Pay Range 4JN:

- Delete the titles ‘Administrative Fire Captain’ and ‘Fire Captain – Incident Safety Officer’
- Delete footnote (1) and replace with the following:
  - (1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- Delete footnote (2) and replace with the following:
  - (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
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200 East Wells Street, Room 706, Milwaukee, WI 53202 ▪ Phone (414) 286-3751, TDD 286-2960, Fax 286-0800  
Employee Benefits, Room 701 ▪ Medical Benefits Phone (414) 286-3184 ▪ Worker's Compensation Phone (414) 286-2020, Fax 286-2106  
Labor Relations, Room 701 ▪ Phone (414) 286-3398, Fax 286-0900  
[www.milwaukee.gov/der](http://www.milwaukee.gov/der)