

# CC # 221719 – Actual Salary Ordinance Changes

## SECTION 2: PROFESSIONALS

### Pay Range 2DN

Official Rate Biweekly

ACCOUNTING COORDINATOR I (12)
ACCOUNTING COORDINATOR II (14)
ADMINISTRATIVE SUPPORT SPECIALIST (14)
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (4)
CITY PAYROLL SPECIALIST (14)
DISEASE INTERVENTION SPECIALIST 1 (1)
ELECTION SERVICES COORDINATOR (13)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE SUPPORT SPECIALIST (14)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (3)
GEOGRAPHIC INFORMATION SPECIALIST (5)
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (13)
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (7) (11)
PROPERTY APPRAISER 2 (9) (11)
PROPERTY APPRAISER 3 (9) (11)
PROPERTY APPRAISER 4 (10) (11)
PROPERTY MANAGER (6)
REAL ESTATE COORDINATOR II (6)
RENT ASSISTANCE SPECIALIST III (2) (6)

### Wage Rate:

Hourly	21.26	29.76
<b>Biweekly</b>	<b>1,700.66</b>	<b>2,380.83</b>
Annual	44,217.16	61,901.58

(1) Recruitment is at:

Biweekly	2,122.90
Annual	55,195.40

(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	2,271.73
Annual	59,064.98

shall advance to:

Biweekly	2,294.45
Annual	59,655.70

(3) Recruitment is at:

Biweekly	1,904.07
Annual	49,505.82

For one position of Environmental and Disease Control Specialist in the Home Environmental Health Section, recruitment is at:

Biweekly	1,974.53
Annual	51,337.78

(4) Recruitment is at:

Biweekly	1,937.72
Annual	50,380.72

(5) Recruitment is at:

Biweekly	1,911.91
Annual	49,709.66

(6) Recruitment is at:

Biweekly	1,854.60
Annual	48,219.60

(7) Recruitment is at the minimum of the following range:

Biweekly	1,983.48	2,104.88
Annual	51,570.48	54,726.88

(8) 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	2,107.95	2,236.97
Annual	54,806.70	58,161.22

(9) 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	2,240.25	2,377.37
Annual	58,246.50	61,811.62

(10) 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	2,380.83	2,526.56
Annual	61,901.58	65,690.56

(11) 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.

(12) Recruitment is at:

Biweekly	1,937.85
Annual	50,384.10

(13) Recruitment is at:

Biweekly	2,038.83
Annual	53,009.58

(14) Recruitment is at:

Biweekly	2,073.51
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Annual	53,911.26
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## Pay Range 2EN

Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR (11)
ARCHITECTURAL DESIGNER I (1) (12)
CIVIL ENGINEER I (1) (7)
COMMUNITY OUTREACH SPECIALIST (10)
DISEASE INTERVENTION SPECIALIST 2 (11)
DOULA
ELECTION ADMINISTRATIVE SERVICES COORDINATOR (11)
ELECTION SERVICES FIELD COORDINATOR (11)
ELECTRICAL ENGINEER I (1) (7)
FIRE PROTECTION ENGINEER I
HOUSING PROGRAMS SPECIALIST (8)
IT SUPPORT SPECIALIST (3)
LABORATORY DATA SPECIALIST (10)
LACTATION COUNSELOR (10)
LEAD PROJECT SPECIALIST
LIBRARIAN I (6)
LIBRARY CIRCULATION SERVICES COORDINATOR (3)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (14)
LIBRARY SERVICES COORDINATOR (3) (13)
LIBRARY TECHNICAL SERVICES COORDINATOR (3)
LIBRARY VOLUNTEER COORDINATOR (14)
MECHANICAL ENGINEER I (1) (7)
MEDIA PRODUCER (4)
PARALEGAL (2)
PLAN EXAMINER SPECIALIST (5)
WATER TREATMENT PLANT OPERATOR (9)

### Wage Rate:

Hourly	22.66	31.73
<b>Biweekly</b>	<b>1,812.93</b>	<b>2,538.04</b>
Annual	47,136.18	65,989.04

(1) Recruitment is at:

Biweekly	2,358.67
Annual	61,325.42

(2) Recruitment is at:

Biweekly	2,263.26
Annual	58,844.76

(3) Recruitment is at:

Biweekly	2,029.42
Annual	52,764.92

(4) Recruitment is at the minimum of the following range:

Biweekly	2,002.90	2,574.55
Annual	52,075.40	66,938.30

(5) Recruitment is at:

Biweekly	2,538.04	2,674.39
Annual	65,989.04	69,534.14

(6) Recruitment is at:

Biweekly	2,288.28
Annual	59,495.28

(7) An employee possessing a Professional Engineer License to be paid an additional 3%.

(8) Recruitment is at the minimum of the following range:

Biweekly	2,336.35	2,538.04
Annual	60,745.10	65,989.04

(9) Recruitment is at:

Biweekly	1,834.03
Annual	47,684.78

(10) Recruitment is at:

Biweekly	2,122.57
Annual	55,186.82

(11) Recruitment is at:

Biweekly	2,229.04
Annual	57,955.04

(12) An employee possessing a Registered Architect License to be paid an additional 3%.

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

(14) Recruitment is at:

Biweekly	2,030.46
Annual	52,791.96

## Pay Range 2FN

Official Rate Biweekly

CHEMIST (8)
DISEASE INTERVENTION SPECIALIST 3 (5)
ENVIRONMENTAL HEALTH COORDINATOR (4)
ENVIRONMENTAL RISK OFFICER (1)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (10) (11)
HEALTHCARE ACCESS PROGRAM COORDINATOR (7)
HOME ENVIRONMENTAL HEALTH COORDINATOR (9)
FIRE DISPATCHER – SENIOR (2)
LIBRARIAN II (3)
LIBRARY EDUCATION OUTREACH COORDINATOR (6)
MICROBIOLOGIST (8)
PUBLIC HEALTH SOCIAL WORKER 1 (12)
VIROLOGIST (8)
WATER CHEMIST (8)
WATER MICROBIOLOGIST (8)

**Wage Rate:**

Hourly	24.16	33.82
<b>Biweekly</b>	<b>1,932.51</b>	<b>2,705.66</b>
Annual	50,245.26	70,347.16

(1) Recruitment is at:

Biweekly	2,122.18
Annual	55,176.68

(2) Recruitment is at:

Biweekly	2,691.74
Annual	69,985.24

And appointment may be at any rate in the following pay range with the approval of DER:

Biweekly	2,691.74	3,310.53
Annual	69,985.24	86,073.78

(3) Recruitment is at:

Biweekly	2,448.46
Annual	63,659.96

(4) Recruitment is at:

Biweekly	2,378.92
Annual	61,851.92

(5) Recruitment is at:

Biweekly	2,340.48
Annual	60,852.48

(6) Recruitment is at:

Biweekly	2,520.97
Annual	65,545.22

(7) Recruitment is at:

Biweekly	2,113.00
Annual	54,938.00

(8) Recruitment is at:

Biweekly	2,315.59
Annual	60,205.34

(9) Recruitment is at:

Biweekly	2,539.80
Annual	66,034.80

(10) Recruitment is at:

Biweekly	2,240.81
Annual	62,941.06

(11) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(12) Recruitment is at:

Biweekly	2,445.00
Annual	63,570.00

## Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12)
BENEFITS SERVICE COORDINATOR (17)
CIVIL ENGINEER II (4) (5)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14)
DOULA PROGRAM COORDINATOR (15)
ELECTRICAL ENGINEER II (4) (5)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (20) (21)
FIRE PROTECTION ENGINEER II (16)
GIS ANALYST (3)
HOUSING REHABILITATION SPECIALIST (6)
HRIS AUDIT COORDINATOR (17) (18)
INTELLIGENCE ANALYST (1) (11)
IT SUPPORT SPECIALIST – SENIOR (3) (11)
LEAD PROGRAM INFORMATION SPECIALIST
LIBRARIAN III (13)
MECHANICAL ENGINEER II (4) (5)
MECHANICAL PLAN EXAMINER II (16)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6)
PLAN EXAMINER II (16)
PROGRAMMER ANALYST (3) (11)
PUBLIC HEALTH NURSE 1 (22) (23)
PUBLIC HEALTH NURSE COORDINATOR (2) (8)
PUBLIC HEALTH SOCIAL WORKER 2 (19)
SENIOR WATER TREATMENT PLANT OPERATOR (10)
SPECIAL ENFORCEMENT INSPECTOR (6) (7)
TEST ADMINISTRATION COORDINATOR (17)

### Wage Rate:

Hourly	25.74	36.05
<b>Biweekly</b>	<b>2,059.54</b>	<b>2,883.62</b>
Annual	53,548.04	74,974.12

(1) Recruitment is at:

Biweekly	2,170.88
Annual	56,442.88

(2) Recruitment is at the minimum of the following range:

Biweekly	2,250.23	2,883.62
Annual	58,505.98	74,974.12

(3) Recruitment is at:

Biweekly	2,271.55
Annual	59,060.30

(4) Recruitment is at:

Biweekly	2,594.56
Annual	67,458.56

(5) An employee possessing a Professional Engineer License to be paid an additional 3%.

(6) Recruitment is at the minimum of the following range:

Biweekly	2,487.04	2,958.34
Annual	64,663.04	76,916.84

(7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(8) 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:

Biweekly	2,439.48
Annual	63,426.48

(10) Recruitment is at:

Biweekly	2,291.67
Annual	59,583.42

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.

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

(12) An employee possessing a Registered Architect License to be paid an additional 3%.

(13) Recruitment is at:

Biweekly	2,619.85
Annual	68,116.10

(14) Recruitment is at:

Biweekly	2,504.32
Annual	65,112.32

(15) Recruitment is at:

Biweekly	2,218.65
Annual	57,684.90

(16) Recruitment is at:

Biweekly	2,883.62
Annual	74,974.12

(17) Recruitment is at:

Biweekly	2,500.14
Annual	65,003.64

(18) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

(19) Recruitment is at:

Biweekly	2,616.15
Annual	68,019.90

(20) Recruitment is at:

Biweekly	2,591.27
Annual	63,373.02

(21) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(22) Recruitment is at:

Biweekly	2,569.62
Annual	66,810.12

(23) 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.

## **Pay Range 2HN**

Official Rate Biweekly

BOILER INSPECTOR (11)
BUILDING CONSTRUCTION INSPECTOR (11)
CHEMIST – SENIOR (13)
CRIME ANALYST I (15)
ELECTRICAL INSPECTOR (11)
ELEVATOR INSPECTOR (11)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (9) (11)
FACILITIES MAINTENANCE COORDINATOR (9) (11)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (17) (18)
FORENSIC BALLISTICS SPECIALIST (12)
IT SUPPORT SPECIALIST – LEAD (1)
LABORATORY INFORMATION SYSTEMS SPECIALIST (13)
LABORATORY QUALITY ASSURANCE SPECIALIST (13)
MICROBIOLOGIST – SENIOR (13)
NETWORK ANALYST – SENIOR (1) (14)
PLUMBING INSPECTOR (11)
PUBLIC HEALTH NURSE 2 (19) (20)
PUBLIC HEALTH SOCIAL WORKER 3 (16)
SENIOR PROPERTY APPRAISER 1 (2) (6) (7)
SENIOR PROPERTY APPRAISER 2 (3) (6) (7)
SENIOR PROPERTY APPRAISER 3 (4) (6) (7)
SENIOR PROPERTY APPRAISER 4 (5) (6) (7)
SPRINKLER CONSTRUCTION INSPECTOR (11)
VIROLOGIST – SENIOR (13)
WATER CHEMIST – SENIOR (13)
WATER MICROBIOLOGIST – SENIOR (13)
WATER QUALITY ANALYST (13)
WATER QUALITY ASSURANCE SPECIALIST (13)

## **Wage Rate:**

Hourly	27.44	38.42
<b>Biweekly</b>	<b>2,195.43</b>	<b>3,073.42</b>
Annual	57,081.18	79,908.92

(1) Recruitment is at:

Biweekly	2,543.74
Annual	66,137.24

(2) Recruitment is at the minimum of the following range:

Biweekly	2,530.24	2,685.12
Annual	65,786.24	69,813.12

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

(3) To be paid in the following range:

Biweekly	2,689.03	3,012.15
Annual	69,914.78	78,315.90

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

(4) To be paid in the following range:

Biweekly	2,857.79	3,012.15
Annual	74,302.54	78,315.90

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

(5) To be paid in the following range:

Biweekly	3,037.11	3,223.02
Annual	78,964.86	83,798.52

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

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

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

Biweekly	3,188.98	3,348.44
Annual	82,913.48	87,059.44

(8) Recruitment is at:

Biweekly	2,620.29
Annual	68,127.54

(9) An employee possessing a Professional Engineer License to be paid an additional 3%.

(10) Recruitment is at:

Biweekly	2,455.19
Annual	63,834.94

(11) Recruitment is at:

Biweekly	3,073.42
Annual	79,908.92

(12) Recruitment is at:

Biweekly	2,198.53
Annual	57,161.78

(13) Recruitment is at:

Biweekly	2,517.48
Annual	65,454.48

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

(15) Recruitment is at:

Biweekly	2,305.19
Annual	59,935.94

(16) Recruitment is at:

Biweekly	2,799.27
Annual	72,781.02

(17) Recruitment is at:

Biweekly	2,771.54
Annual	72,060.04

(18) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(19) Recruitment is at:

Biweekly	2,749.50
Annual	71,487.00

(20) 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.

Annual	59,911.80
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## Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (2) (4)
CIVIL ENGINEER III (2) (6)
CRIME ANALYST II (10)
ELECTRICAL ENGINEER III (2) (6)
EMERGENCY COMMUNICATIONS OFFICER IV (8)
EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (8)
EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (8)
ENGINEERING TECHNICIAN VI (1)
FACILITIES PROJECT COORDINATOR (2) (6)
LANDSCAPE ARCHITECT (2) (7)
MECHANICAL ENGINEER III (2) (6)
PUBLIC HEALTH AND CYBER SECURITY ANALYST (10)
PUBLIC HEALTH NURSE 3 (11)
SENIOR TRANSPORTATION PLANNER (2) (5)
WATER CHEMIST PROJECT LEADER (9)
WATER PLANT AUTOMATION CONTROLS ENGINEER (9)

## Wage Rate:

Hourly	29.24	40.94
Biweekly	<b>2,339.39</b>	<b>3,275.04</b>
Annual	60,824.14	85,151.04

(1) Recruitment is at:

Biweekly	2,704.91
Annual	70,327.66

(2) Recruitment is at:

Biweekly	2,854.01
Annual	74,204.26

(3) Recruitment is at the minimum of the following range:

Biweekly	2,526.21	3,275.04
Annual	65,681.46	85,151.04

(4) An employee possessing a Registered Architect License to be paid an additional 3%.

(5) An employee possessing an AICP certification to be paid an additional 3%.

(6) An employee possessing a Professional Engineer License to be paid an additional 3%.

(7) Incentives for attaining and maintaining specific certifications with DER approval.

(8) Recruitment is at:

Biweekly	2,691.74
Annual	69,985.24

(9) Recruitment is at:

Biweekly	2,659.97
Annual	69,159.22

(10) Recruitment is at:

Biweekly	2,456.35
Annual	63,865.10

(11) Recruitment is at:

Biweekly	2,941.96
Annual	76,490.96

## Pay Range 2LX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST IV (2)
COURT APPLICATIONS AND SOFTWARE DEVELOPER (2)
DEVELOPMENT PROJECTS COORDINATOR (1)
EMERGENCY COMMUNICATIONS SYSTEM ADMINISTRATOR (2)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (2)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER (1)
ERS DATABASE ADMINISTRATOR
ERS SERVER ADMINISTRATOR
ERS SOFTWARE DEVELOPER
FISCAL PLANNING SPECIALIST (2)
LEGISLATIVE FISCAL MANAGER (1)
POLICY AND ADMINISTRATION MANAGER (1)
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (1) (2)
RISK MANAGEMENT AND SAFETY OFFICER (2)
SENIOR IT AUDITOR (2)
SYSTEMS ANALYST – PROJECT LEADER (1)
TELECOMMUNICATIONS ANALYST - PROJECT LEADER

### Wage Rate:

Hourly	35.43	49.60
<b>Biweekly</b>	<b>2,834.17</b>	<b>3,967.70</b>
Annual	73,688.42	103,160.20

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

Biweekly	3,117.55
Annual	81,056.30

## **PART II**

### **SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES**

**E. Transfers:** City Departments may request a 3% salary adjustment for employees voluntarily transferring to positions allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), Service and Maintenance (Section 8) subject to approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay. Employees receiving a 3% salary adjustment under this provision shall receive a new salary anniversary date. The salary of an employee who voluntarily transfers back to the position originally held will be decreased by 3%. This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification as defined above.