



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

June 13, 2014

To The Honorable
The Committee on Finance
And Personnel
Common Council
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2014 labor agreement between the City of Milwaukee and the Technicians, Engineers and Architects of Milwaukee, we request your approval of amendments to Section II and III of the Salary Ordinance.

The existing footnotes under these pay ranges are to be retained.

1. Effective Pay Period 14, 2014 (June 22, 2013)

Under Pay Ranges 2EN through 2KX and 3IN, 3NN and 3RN delete the current Pay Ranges and substitute therefore the following Pay Ranges:

Pay Range 2EN – Architectural Designer I, Civil Engineer I, Electrical Engineer I, Mechanical Engineer I, Traffic Control Engineer I

Hourly:	21.78	30.49
Bi-weekly:	1,742.53	2,439.48
Annual:	45,305.78	63,426.48

Amend footnote designation "1/" to read as follows: "1/ Recruitment is at \$1,975.30 and may be up to \$2,245.10 with the approval of DER."

Pay Range 2FN – Parking Operations Coordinator

Hourly:	23.21	32.51
Bi-weekly:	1,856.96	2,600.60
Annual:	48,280.96	67,615.60

Amend footnote designation "2/" to read as follows: "2/ Recruitment is at \$2,151.34 (\$55,934.84)."



Pay Range 2GN – Architectural Designer II, Civil Engineer II, Electrical Engineer II, Mechanical Engineer II, Traffic Control Engineer II

Hourly:	24.74	34.65
Bi-weekly:	1,979.57	2,771.65
Annual:	51,468.82	72,062.90

Amend footnote designation "4/" to read as follows: "4/ Recruitment is at \$2,245.10 (\$58,372.60)."

Pay Range 2HN – Facilities Construction Project Coordinator, Facilities Maintenance Coordinator, Plan Examiner II

Hourly:	26.38	36.93
Bi-weekly:	2,110.18	2,954.08
Annual:	54,864.68	76,806.08

Amend footnote designation "4/" to read as follows: "4/ Recruitment is at \$2,445.18 (\$63,574.68)."

Amend footnote designation "7/" to read as follows: "7/ Recruitment is at \$2,193.20 (\$57,023.20)."

Pay Range 2IN – Architect III, Civil Engineer III, Electrical Engineer III, Engineering Technician VI, Mechanical Engineer III, Traffic Control Engineer III

Hourly:	28.11	39.35
Bi-Weekly:	2,248.55	3,147.86
Annual:	58,462.30	81,844.36

Amend footnote designation "1/" to read as follows: "1/ Recruitment for one position of Mechanical Engineer III in the Department of City Development may be up to \$2,779.14 with the approval of DER."

Amend footnote designation "2/" to read as follows: "2/ Recruitment is at \$2,550.94 (\$66,324.44)."

Pay Range 2JN – Plan Examiner III

Hourly:	28.69	41.96
Bi-Weekly:	2,295.11	3,356.55
Annual:	59,672.86	87,270.30

Amend footnote designation "1/" to read as follows: "1/ Recruitment is at \$2,550.94 (\$66,324.44)."

Amend footnote designation "2/" to read as follows: "2/ Recruitment may be up to \$2,902.71 with the approval of DER."

Pay Range 2KX – Architect IV, Civil Engineer IV

Hourly:	31.94	44.72
Bi-Weekly:	2,555.18	3,577.30
Annual:	66,434.68	93,009.80

Amend footnote designation "1/" to read as follows: "1/ Recruitment is at \$2,900.31 (\$75,408.06)."

Pay Range 3IN – Assessment Technician I

Hourly:	20.82	24.87
Bi-weekly:	1,665.30	1,989.77
Annual:	43,297.80	51,734.02

Pay Range 3NN – Engineering Technician IV

Hourly:	21.61	29.47
Bi-weekly:	1,728.79	2,357.54
Annual:	44,948.54	61,296.04

Amend footnote designation "3/" to read as follows: "3/ Recruitment is at \$1,737.89 (\$45,185.14)."

Amend footnote designation "4/" to read as follows: "4/ (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below. (b) Employees who complete at least one year of service at \$2,061.44 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be provided in the DER guidelines.

<u>M-Step</u>	<u>Criteria Needed</u>
M-1 \$2,151.34	30 credits only or 8 years of service and 15 credits
M-2 \$2,245.10	45 credits or 10 years of service and 25 credits
M-3 \$2,357.54	60 credits or 12 years of service and 40 credits"

Pay Range 3RN – Assessment Technician II, Engineering Technician V

Hourly:	25.77	33.47
Bi-weekly:	2,061.44	2,677.61
Annual:	53,597.44	69,617.86

Add footnote designation "1/" to the title of Assessment Technician II.

Amend footnote designation "1/" to read as follows: "1/ (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below. (b) Employees who complete at least one year of service at \$2,445.18 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be provided in the DER guidelines.

<u>M-Step</u>	<u>Criteria Needed</u>
M-1 \$2,551.81	60 credits only or 14 years of service and 40 credits
M-2 \$2,677.61	75 credits or 16 years of service and 55 credits"

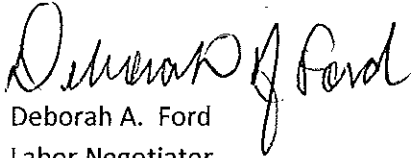
Delete footnote designation "2/" in its entirety.

Wage rates in the aforementioned pay ranges shall be subject to the provisions of Part II Section 2.b of the Salary Ordinance

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the labor agreement, Common Council File Number 140384.

We recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,

A handwritten signature in black ink, appearing to read "Deborah A. Ford". The signature is fluid and cursive, with the first name being the most prominent.

Deborah A. Ford
Labor Negotiator

cc: Fay Wragg
 Michelle Stein
 Megan Kemmerling
 Maurice Lyles
 Beth Conradson-Cleary

NMF
Sal Ord Ltr
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