



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Vacant**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

April 8, 2022

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

RE: File No. 211951

Dear Committee Members:

This communication recommends changes to the current wage rates for the sworn management positions of Battalion Chief, Fire; Deputy Chief, Fire; and Assistant Fire Chief to address internal equity issues as new appointments are made into these titles. This change also supports the Fire Chief's ability to attract applicants for these critical leadership positions.

This file recommends increasing the current rates of pay for those incumbents in the ranks of Battalion Chief, Fire; Deputy Chief, Fire; and Assistant Fire Chief from the current Step 1 of the respective pay ranges (4MX, 4OX, and 4RX) to the current step 3 of those ranges.

<b>4MX - Battalion Chief</b>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	
<b>Wage Rate</b>	4,420.05	4,508.44	4,598.62	4,690.58	
<b>Resident Rate</b>	4,552.65	4,643.69	4,736.58	4,831.30	
<b>40X - Deputy Chief</b>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	
<b>Wage Rate</b>	4,730.48	4,825.08	4,921.58	5,020.01	
<b>Resident Rate</b>	4,872.39	4,969.83	5,069.23	5,170.61	
<b>4RX - Assistant Fire Chief</b>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
<b>Wage Rate</b>	5,121.00	5,274.62	5,431.29	5,591.58	5,703.41
<b>Resident Rate</b>	5,274.63	5,432.86	5,594.23	5,759.33	5,874.51

It is also being recommended that two footnotes be added to each pay range and for a modification to an existing footnote to pay range 4MX.

### New Footnotes:



- Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.

Footnote Modification:

- An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

The recommendations included in this letter are to address compression issues between the rank of Battalion Chief and the rank of Captain, which is represented by the Milwaukee Professional Firefighters' Association, Local #215. The City of Milwaukee and the Professional Firefighters' Association has reached a voluntary agreement covering the years 2021 and 2022, which contains a 2% across-the-board wage increase for each year of the agreement. The specific information on this settlement is included in Common Council File # 201539. The addition of the EMT-II footnotes is to address the issue of supervisors being paid less than their subordinates with the same skills and qualifications. The modification to a current footnote will provide the Fire Chief with some flexibility when promoting a Captain into the rank of Battalion Chief with will help address recruitment issues that the department has started to see when posting for the Battalion Chief position. In addressing the wage concerns with the Battalion Chief rank it required a similar evaluation of both the Deputy Chief and Assistant Fire Chief ranks. The wage adjustments for each rank is within the current pay range for that rank and does not adjust the actual pay range.

Copies of the salary ordinance changes and a fiscal note are attached.

Sincerely,

Nicole M. Fleck  
Labor Negotiator

Attachments

CC: Chief Aaron Lipski  
AC Andrew Timm  
DC Schuyler Belott