

# CC # 231159 – Actual Salary Ordinance Changes

## SECTION 1: OFFICIALS AND ADMINISTRATORS

### Pay Range 1GX

Official Rate Biweekly

COMMUNITY VIOLENCE PREVENTION MANAGER (13)
CONSUMER ENVIRONMENTAL HEALTH MANAGER (13)
DATA SERVICES MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (15)
EMERGENCY COMMUNICATIONS SUPERVISOR (3)
FAMILY VIOLENCE PREVENTION MANAGER (13)
FIRE DISPATCH MANAGER (5)
FLEET OPERATIONS AND TRAINING MANAGER (13) (16)
FLEET REPAIR SUPERVISOR (1) (16)
HEALTH AND SAFETY OFFICER (7)
HEALTH PROJECT SUPERVISOR – DADS (15)
HEALTH PROJECT SUPERVISOR – EFM (15)
HEALTH PROJECT SUPERVISOR – WIC (15)
HEALTHCARE ACCESS PROGRAM MANAGER (13)
HOME ENVIRONMENTAL HEALTH MANAGER (13)
IT SUPPORT SERVICES SUPERVISOR
LEAD PENSION SPECIALIST (7)
LIBRARY SERVICES MANAGER (8)
LONG RANGE PLANNING MANAGER (2) (9) (10)
MACHINE SHOP SUPERVISOR (11)
NETWORK MANAGER
PARKING ENFORCEMENT COMMUNICATIONS MANAGER (7)
PARKING ENFORCEMENT OPERATIONS MANAGER (7)
POLICE PAYROLL SUPERVISOR (7)
PROCUREMENT SPECIALIST (7)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13)
PUBLIC HEALTH NURSE SUPERVISOR (15)
RECAST PROGRAM MANAGER (13)
SAFETY SUPERVISOR (7) (16)
SANITATION DISTRICT MANAGER (6) (16)
STRONG BABY PROGRAM MANAGER (13)
SUICIDE PREVENTION MANAGER (13)
TOW LOT ASSISTANT MANAGER (7)
TRAFFIC SIGN SHOP SUPERVISOR (11)
URBAN FORESTRY MANAGER (6) (16)
URBAN FORESTRY SHOP AND MAINTENANCE MANAGER (13) (16)
WATER DISTRIBUTION CONSTRUCTION MANAGER (13)
WATER QUALITY OPERATIONS MANAGER (12)
WELL WOMEN PROGRAM MANAGER (14)
WORKER’S COMPENSATION SPECIALIST (7)

YOUTH VIOLENCE PREVENTION MANAGER (13)
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**Wage Rate:**

Hourly	33.23	46.52
<b>Biweekly</b>	<b>2,658.41</b>	<b>3,721.83</b>
Annual	69,118.66	96,767.58

- (1) Recruitment is at:
 

Biweekly	2,992.54
Annual	77,806.04
- (2) 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.
- (3) Recruitment is at:
 

Biweekly	3,448.89
Annual	89,671.14
- (4) Recruitment is at:
 

Biweekly	3,518.68
Annual	91,485.68
- (5) Recruitment is at:
 

Biweekly	3,420.65
Annual	88,936.90
- (6) Recruitment is at:
 

Biweekly	2,993.92
Annual	77,841.92
- (7) Recruitment is at:
 

Biweekly	2,924.24
Annual	76,030.24
- (8) Recruitment is at:
 

Biweekly	2,999.47
Annual	77,986.22
- (9) Recruitment is at:
 

Biweekly	3,139.41
Annual	81,624.66
- (10) An employee possessing an AICP certification to be paid an additional 3%.
- (11) Recruitment is at:
 

Biweekly	3,240.35
Annual	84,249.10
- (12) Recruitment is at:
 

Biweekly	3,196.32
Annual	83,104.32
- (13) Recruitment is at:

- |  |          |           |
|--|----------|-----------|
|  | Biweekly | 3,208.38  |
|  | Annual   | 83,417.88 |
- (14) Recruitment is at:
- |  |          |           |
|--|----------|-----------|
|  | Biweekly | 3,438.58  |
|  | Annual   | 89,403.08 |
- (15) Recruitment is at:
- |  |          |           |
|--|----------|-----------|
|  | Biweekly | 3,305.27  |
|  | Annual   | 85,937.02 |
- (16) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

## Pay Range 1KX

Official Rate Biweekly

ARCHITECTURAL PROJECT MANAGER (8)
ASSESSMENT APPEALS DIRECTOR (1) (5)
ASSESSMENT OPERATIONS DIRECTOR (1) (5)
BRIDGE MAINTENANCE MANAGER (8)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (6)
CHIEF COURT ADMINISTRATOR (1)
CONSTRUCTION MANAGEMENT ENGINEER (8)
ELECTRICAL ENGINEER – SENIOR (8)
ELECTRICAL SERVICES MANAGER – SENIOR (3) (7)
FACILITIES MANAGER (8)
FIRE FLEET REPAIR MANAGER (8)
FIRE PROTECTION ENGINEER SUPERVISOR (6)
FLEET SERVICES MANAGER (8)
LONG RANGE PLANNING MANAGER (2) (8)
MANAGEMENT CIVIL ENGINEER – SENIOR (8)
MANAGEMENT ENGINEER (8)
MECHANICAL ENGINEER IV (8)
PARKING SERVICES MANAGER (4)
SANITATION SERVICES MANAGER (8)
SEWER SERVICES MANAGER (8)
STREET SERVICES MANAGER (8)
STREETCAR SYSTEM MANAGER (8)
STRUCTURAL DESIGN MANAGER (8)
SURVEY GEOSPATIAL MANAGER (8)
TRAFFIC ENGINEER – SENIOR (8)
TRANSPORTATION ENGINEERING PLANNER (8)
URBAN FORESTRY SERVICES MANAGER (8)
WATER DISTRIBUTION MANAGER (8)
WATER PLANT AND SYSTEMS MANAGER (8)
WATER PLANT MAINTENANCE MANAGER (8)
WATER QUALITY MANAGER (1) (4)

**Wage Rate:**

Hourly	42.90	60.06
<b>Biweekly</b>	<b>3,431.61</b>	<b>4,804.40</b>
Annual	89,221.86	124,914.40

- (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) An employee possessing an AICP certification to be paid an additional 3%.
- (3) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (4) Recruitment is at:

Biweekly	3,827.12
Annual	99,505.12

- (5) Recruitment is at:

Biweekly	3,971.96
Annual	103,270.96

- (6) Recruitment is at:

Biweekly	4,220.35
Annual	109,729.10

- (7) Recruitment is at:

Biweekly	4,333.27
Annual	112,665.02

- (8) Recruitment is at:

Biweekly	4,392.65
Annual	114,208.90

**Pay Range 1LX**

Official Rate Biweekly

ACCOUNTS DIRECTOR (3) (4)
ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (3) (4)
CHIEF ASSESSOR
CITY PURCHASING DIRECTOR
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR (2)
ELECTION COMMISSION – EXECUTIVE DIRECTOR (1)
EMPLOYEE BENEFITS DIRECTOR (3) (4)
ERS CHIEF FINANCIAL OFFICER (3)
FINANCIAL SERVICES DIRECTOR (3) (4)
FIRE AND POLICE COMMISSION DEPUTY DIRECTOR (3) (4)
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR (3) (4)
LABOR NEGOTIATOR (3) (4)
MATERNAL AND CHILD HEALTH DIRECTOR (6)
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR

PUBLIC HEALTH CLINIC OPERATIONS DIRECTOR (6)
PUBLIC HEALTH LABORATORIES DIRECTOR (5)

**Wage Rate:**

Hourly	45.72	64.01
<b>Biweekly</b>	<b>3,657.56</b>	<b>5,120.44</b>
Annual	95,096.56	133,131.44

(1) Recruitment is at:

Biweekly	4,023.27
Annual	104,605.02

(2) Recruitment is at:

Biweekly	3,992.30
Annual	103,799.80

(3) Recruitment is at:

Biweekly	4,712.95
Annual	122,536.70

(4) Appointment may be at any rate in the pay range with the approval of DER.

(5) Recruitment is at:

Biweekly	4,346.61
Annual	113,011.86

(6) Recruitment is at:

Biweekly	3,973.46
Annual	103,309.96

**Pay Range 1MX**

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
BUILDING CODES ENFORCEMENT MANAGER (3)
BUILDING CODES COURT MANAGER (3)
CHIEF OF STAFF
CITY CLERK (1)
CITY PLANNING MANAGER (7) (9)
CIVIL ENGINEER V (7)
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2)
ELECTRICAL SERVICES OPERATIONS MANAGER (6) (8)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (7)
ERS OPERATIONS DIRECTOR
INFRASTRUCTURE ADMINISTRATION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3)
PLUMBING INSPECTION SUPERVISOR (4)
POLICE INFORMATION SYSTEMS DIRECTOR
POLICE RECORDS DIRECTOR
SPECIAL ENFORCEMENT MANAGER (5)

REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (5)
WATER PLANTS OPERATIONS MANAGER (7) (8)
WATER WORKS ADMINISTRATION MANAGER

**Wage Rate:**

Hourly	48.73	68.22
<b>Biweekly</b>	<b>3,898.32</b>	<b>5,457.91</b>
Annual	101,356.32	141,905.66

(1) Recruitment is at:

Biweekly	4,366.19
Annual	113,520.94

(2) Recruitment is at:

Biweekly	4,370.81
Annual	113,641.06

(3) Recruitment is at:

Biweekly	4,392.65
Annual	114,208.90

(4) Recruitment is at:

Biweekly	4,885.62
Annual	127,026.12

(5) Recruitment is at:

Biweekly	4,665.15
Annual	121,293.90

(6) Recruitment is at:

Biweekly	4,766.62
Annual	123,932.12

(7) Recruitment is at:

Biweekly	4,831.92
Annual	125,629.92

(8) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

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

**Pay Range 1NX**

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR (1)
CHIEF INFORMATION OFFICER
DEPUTY COMMISSIONER – CITY DEVELOPMENT
ELECTRICAL INSPECTION SUPERVISOR (4)
ENGINEER IN CHARGE (5)
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR
INNOVATION DIRECTOR
ITMD POLICY AND ADMINISTRATION MANAGER (6)
LEGISLATIVE LIAISON DIRECTOR

MILWAUKEE PUBLIC LIBRARY DIRECTOR (2)
MUNICIPAL PORT DIRECTOR
OPERATIONS MANAGER – DEVELOPMENT CENTER (4)
PUBLIC WORKS COORDINATION MANAGER (5)
SPECIAL DEPUTY CITY ATTORNEY (3)
WATER PLANTS MANAGER (5)

**Wage Rate:**

Hourly	51.94	72.72
<b>Biweekly</b>	<b>4,155.25</b>	<b>5,817.50</b>
Annual	108,036.50	151,255.00

(1) Recruitment is at:

Biweekly	4,570.80
Annual	118,840.80

(2) Recruitment is at:

Biweekly	4,558.80
Annual	118,528.80

(3) Recruitment is at:

Biweekly	4,709.50
Annual	122,447.00

(4) Recruitment is at:

Biweekly	5,256.27
Annual	136,663.02

(5) Recruitment is at:

Biweekly	5,315.12
Annual	138,193.12

(6) Recruitment is at:

Biweekly	4,938.50
Annual	128,401.00

**Pay Range 10X**

Official Rate Biweekly

ADMINISTRATION DIRECTOR (2)
ADMINISTRATION DEPUTY DIRECTOR
BUILDING CONSTRUCTION INSPECTION OPERATIONS MANAGER (4)
CITY ENGINEER
COMMISSIONER OF ASSESSMENTS
COMMISSIONER – BUILDING INSPECTION
COMMISSIONER – CITY DEVELOPMENT
DEPUTY CITY ATTORNEY (3)
DEPUTY COMMISSIONER OF MEDICAL SERVICE
EMERGENCY COMMUNICATIONS DIRECTOR (5)
EMPLOYEE RELATIONS DIRECTOR
EMPLOYEES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (1)
OPERATIONS DIVISION DIRECTOR

PERMIT AND DEVELOPMENT CENTER MANAGER (4)
WATER WORKS SUPERINTENDENT

**Wage Rate:**

Hourly	55.37	77.51
<b>Biweekly</b>	<b>4,429.26</b>	<b>6,200.81</b>
Annual	115,160.76	161,221.06

(1) Recruitment is at:

Biweekly	5,226.52
Annual	135,889.52

(2) Preston Cole to be paid at the following rate:

Biweekly	3,734.14
Annual	97,087.64

(3) Recruitment is at:

Biweekly	5,180.46
Annual	134,691.96

(4) Recruitment is at:

Biweekly	5,781.88
Annual	150,328.88

(5) Recruitment is at:

Biweekly	5,315.12
Annual	138,193.12

**SECTION 7: SKILLED CRAFT**

**Pay Range 7BN**

Official Rate Biweekly

EQUIPMENT AND TOOL MECHANIC 1 (3)
FIRE UPHOLSTERER (2)
HVAC MAINTENANCE TECHNICIAN 1 (5) (6)
INDUSTRIAL MACHINE REPAIR MECHANIC 1
IRONWORKER 1 (1) (4)
TIRE REPAIR WORKER (2) (7) (8)

**Wage Rate:**

Hourly	23.63	29.65
<b>Biweekly</b>	<b>1,890.00</b>	<b>2,371.96</b>
Annual	49,140.00	61,670.96

(1) Recruitment is at:



Biweekly	1,932.35
Annual	50,241.10

(2) Recruitment is at:

Biweekly	1,984.81
Annual	51,605.06

(3) Recruitment is at:

Biweekly	1,991.04
Annual	51,767.04

- (4) Employees in job classifications who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (5) Employees will receive an addition 5% when performing special assignments.
- (6) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to oversight duties for a full shift.
- (7) Employees will receive an additional 3% incentive for special assignments.
- (8) Employees will receive an additional 5% incentive for lead work.

## SECTION 8: SERVICE AND MAINTENANCE

### Pay Range 8CN

Official Rate Biweekly

BRIDGE OPERATOR (2) (3)
CUSTODIAL WORKER 3
ELECTRICAL SERVICES LABORER 1 (2) (4) (5)
INFRASTRUCTURE REPAIR WORKER 1 (2) (5)
MAINTENANCE ASSISTANT (2) (8) (9)
PARKING METER TECHNICIAN (1)
SEWER REPAIR WORKER 1 (2)
URBAN FORESTRY WORKER (2) (6)
WATER PLANT WORKER (2) (7)
WATER REPAIR WORKER 1 (2)

### Wage Rate:

Hourly	23.31	27.41
<b>Biweekly</b>	<b>1,865.01</b>	<b>2,192.73</b>
Annual	48,490.26	57,010.98

(1) Recruitment is at:

Biweekly	1,922.58
Annual	49,987.08

(2) Recruitment is at:

Biweekly	1,890.27
Annual	49,147.02

- (3) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (4) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (5) Effective Pay Period 16, 2017 an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.
- (6) Incentives for attaining and maintaining specific certifications with DER approval.
- (7) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.
- (8) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.

## PART II – ADMINISTRATION

### SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

**A. Promotions:** This section applies to all promotions- promotions from one position to a higher level position, promotion after reclassification, promotion after under-fill, promotion after reallocation, and temporary promotional appointments. The salary adjustment after promotion will be in accordance with the following table.

<p><b>Promotions into a position within the following pay ranges:</b></p> <p>Technicians                      Pay Ranges 3AN to 3VN  Paraprofessionals              Pay Ranges 5AN to 5ON  Administrative Support        Pay Ranges 6AN to 6ON  Skilled Craft                      Pay Ranges 7AN to 7ON  Service &amp; Maintenance        Pay Ranges 8AN to 8JN  Part-time and Intermittent    Pay Ranges 9AN to 9UN  Protective Services              Pay Ranges 4A to 4L  and 4N &amp; 4P</p>	<p>Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Collective Bargaining Agreement.</p>
<p><b>Promotions into a position within the following pay ranges:</b></p> <p>Officials &amp; Administrators    Pay Ranges 1AX to 1GX  Professionals                      Pay Ranges 2AN to 2KN      Pay Ranges 2EX to 2KX</p> <p>Non-Represented  Protective Services              Pay Range 4MX</p>	<p>Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Pay Range.</p>

<b>Promotions into a position within the following pay ranges:</b>		
Officials & Administrators Professionals	Pay Ranges 1HX to 1XX Pay Ranges 2LN to 2MN Pay Ranges 2LX to 2TX	Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest.  In accordance with applicable provisions within the Pay Range.
Non-Represented Protective Services	Pay Ranges 4QX and 4SX	
Non-Represented Protective Services	Pay Range 4OX and 4RX	

Appointment to a position in a pay range with a lower maximum rate may be considered a promotion as determined by the Department of Employee Relations.

The Department of Employee Relations shall certify and authorize the salary rates after promotions. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered. At no time shall the rate after promotion exceed the maximum of the pay range associated with the new position title.

Effective Pay Period 9 2022 (April 17, 2022), an employee given an emergency appointment to a title in Section 3, 5, 6, 7 or 8 of the Salary Ordinance shall receive a 3% increase above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest. Emergency appointments to a title in the same pay range or a pay range with a lower maximum are not promotions.

Pay Range Restructuring - When an existing pay range is restructured based on labor market considerations as determined by DER, the employee will retain his/her rate of pay unless it is below the minimum of the new pay range, or a footnoted rate, when applicable.