

CC # 211627 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (2) (18)
BUSINESS OPERATIONS MANAGER
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (13) (15) (29) (31)
DISTRICT CODE ENFORCEMENT SUPERVISOR (1) (2) (17) (18)
DOULA PROGRAM MANAGER (13) (15) (29) (31)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR (13) (16) (29) (32)
ENVIRONMENTAL HEALTH SERVICES MANAGER (8) (24)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (3) (12) (19) (28)
FIRE DISPATCH ASSISTANT MANAGER (5) (13) (21) (29)
FIRE EQUIPMENT REPAIRS MANAGER (12) (28)
FIRE FLEET AND EQUIPMENT MANAGER (12) (28)
FLEET ACQUISITION MANAGER (3) (19)
FLEET OPERATIONS AND TRAINING MANAGER (3) (13) (19) (29)
HOUSING REHABILITATION MANAGER (11) (27)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY CIRCULATION MANAGER (13) (14) (29) (30)
LIBRARY SERVICES ASSISTANT MANAGER (6) (13) (22) (29)
MEN’S HEALTH MANAGER (8) (24)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (2) (18)
PAY SERVICES SUPERVISOR (2) (18)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (9) (25)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (29)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13) (29)
PUBLIC HEALTH NURSE SUPERVISOR (7) (13) (23) (29)
STRONG BABY PROGRAM MANAGER (13) (15) (29) (31)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (4) (20)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (10) (26)
WATER CUSTOMER SERVICE MANAGER

WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (8) (24)
WIC PROGRAM MANAGER (13) (15) (29) (31)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (2) (18)

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

(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) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(4) Recruitment is at:

Biweekly	2,784.09
Annual	72,386.34

(5) Recruitment is at:

Biweekly	2,996.27
Annual	77,903.02

(6) Recruitment is at:

Biweekly	2,748.27
Annual	71,455.02

(7) Recruitment is at:

Biweekly	2,668.51
Annual	69,381.26

(8) Recruitment is at:

Biweekly	2,503.20
Annual	65,083.20

(9) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

(10) Recruitment is at:

Biweekly	2,427.46
Annual	63,113.96

(11) Recruitment is at:

Biweekly	2,699.18
Annual	70,178.68

(12) Recruitment is at:

Biweekly	2,664.43
Annual	69,275.18

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

(14) Recruitment is at:

Biweekly	2,476.99
Annual	64,401.74

(15) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

(16) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.15
Annual	61,420.58	85,985.90

(17) Recruitment is at:

Biweekly	2,578.42
Annual	67,038.92

(18) 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.

(19) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(20) Recruitment is at:

Biweekly	2,867.62
Annual	74,558.12

(21) Recruitment is at:

Biweekly	3,086.16
Annual	80,240.16

(22) Recruitment is at:

Biweekly	2,830.71
Annual	73,598.46

(23) Recruitment is at:

Biweekly	2,748.57
Annual	71,462.82

(24) Recruitment is at:

Biweekly	2,578.29
Annual	67,035.54

(25) Recruitment is at:

Biweekly	2,826.71
Annual	73,494.46

(26) Recruitment is at:

Biweekly	2,500.29
Annual	65,007.54

(27) Recruitment is at:

Biweekly	2,780.15
Annual	72,283.90

(28) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

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

(30) Recruitment is at:

Biweekly	2,551.30
Annual	66,333.80

(31) Recruitment is at:

Biweekly	2,817.99
Annual	73,267.74

(32) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (18)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (23)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (17)
BUILDING CODES ENFORCEMENT MANAGER (2) (17)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (17)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (17)
ELECTRICAL SERVICES MANAGER (1) (4) (8) (16) (19) (23)
EMERGENCY COMMUNICATIONS SUPERVISOR (3) (8) (18) (23)
EMERGENCY COMMUNICATIONS SUPERVISOR – TRAINING (3) (8) (18) (23)
EMERGENCY COMMUNICATIONS SUPERVISOR – QUALITY ASSURANCE (3) (8) (18) (23)
FIRE DISPATCH MANAGER (5) (8) (20) (23)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (17)
GREENHOUSE AND NURSERY MANAGER (8) (15) (23) (30)
HEALTH DATA AND EVALUATION DIRECTOR (8) (9) (23) (24)
HEALTH STRATEGY DIRECTOR (8) (23)
HOUSING PROGRAMS MANAGER (6) (21)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (24)
IT SUPPORT SERVICES SUPERVISOR (8) (23)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (8) (19) (23)
LIBRARY SERVICES MANAGER (8) (11) (23) (26)
LONG RANGE PLANNING MANAGER (2) (13) (14) (17) (28) (29)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (17)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (17)
RETIREMENT PLAN MANAGER (2) (17)
SAFETY MANAGER (7) (22)

SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8) (12) (23) (27)
WATER ACCOUNTING MANAGER (2) (17)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (25)

Wage Rate:

Hourly	32.58	45.61
Biweekly	2,606.28	3,648.85
Annual	67,763.28	94,870.10

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (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	3,381.26
Annual	87,912.76

- (4) Recruitment is at:

Biweekly	3,449.69
Annual	89,691.94

- (5) Recruitment is at:

Biweekly	3,353.58
Annual	87,193.08

- (6) Recruitment is at:

Biweekly	2,916.06
Annual	75,817.56

- (7) Recruitment is at:

Biweekly	2,778.60
Annual	72,243.60

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

- (9) Recruitment is at:

Biweekly	2,935.37
Annual	76,319.62

- (10) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

- (11) Recruitment is at:

Biweekly	2,940.66
Annual	76,457.16

- (12) Recruitment is at:

Biweekly	3,016.33
Annual	78,424.58

- (13) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

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

- (15) Recruitment is at:

Biweekly	3,111.31
Annual	80,894.06

Resident Wage Incentive:

Hourly	33.56	46.98
Biweekly	2,684.48	3,758.31
Annual	69,796.48	97,716.06

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

(17) 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.

(18) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(19) Recruitment is at:

Biweekly	3,553.18
Annual	92,382.68

(20) Recruitment is at:

Biweekly	3,454.19
Annual	89,808.94

(21) Recruitment is at:

Biweekly	3,003.54
Annual	78,092.04

(22) Recruitment is at:

Biweekly	2,861.96
Annual	74,410.96

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

(24) Recruitment is at:

Biweekly	3,023.42
Annual	78,608.92

(25) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(26) Recruitment is at:

Biweekly	3,028.88
Annual	78,750.88

(27) Recruitment is at:

Biweekly	3,106.83
Annual	80,777.58

(28) Recruitment is at:

Biweekly	3,170.19
Annual	82,424.94

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

(30) Recruitment is at:

Biweekly	3,204.65
Annual	83,320.88

Pay Range 1HX
Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (10)
BUSINESS SYSTEMS MANAGER (2) (11)
DATABASE ADMINISTRATOR
ELECTION COMMISSION - DEPUTY DIRECTOR
ELECTRICAL SERVICES MANAGER – SENIOR (4) (6) (8) (13) (15) (17)
EMERGENCY COMMUNICATIONS FINANCE MANAGER (8) (9) (17) (18)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (8) (9) (17) (18)
FACILITIES MANAGER (1) (10)
FIRE AND POLICE COMMISSION CHIEF OF STAFF
FIRE INFORMATION SYSTEMS MANAGER (1) (10)
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (10)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (14)
LIBRARY FACILITIES MANAGER (4) (6) (8) (13) (15) (17)
LIBRARY PUBLIC SERVICES AREA MANAGER (1) (7) (10) (16)
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER (1) (10)
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER (3) (8) (12) (17)
WATER PLANT AUTOMATION MANAGER (3) (12)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

(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) Recruitment is at:

Biweekly	3,381.26
Annual	87,912.76

(3) Recruitment is at:

Biweekly	3,275.03
Annual	85,150.78

(4) Recruitment is at:

Biweekly	3,546.42
----------	----------

Annual	92,206.92
--------	-----------

(5) Recruitment is at:

Biweekly	3,295.39
Annual	85,680.14

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

(7) Recruitment is at:

Biweekly	3,234.74
Annual	84,103.24

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

(9) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,401.96	104,171.60

(10) 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.

(11) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(12) Recruitment is at:

Biweekly	3,373.27
Annual	87,705.02

(13) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

(14) Recruitment is at:

Biweekly	3,394.24
Annual	88,250.24

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

(16) Recruitment is at:

Biweekly	3,331.78
Annual	86,626.28

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

(18) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER

ARCHITECTURAL PROJECT MANAGER (1) (2) (10) (11)
AUDIT MANAGER (3) (12)
BRIDGE MAINTENANCE MANAGER (1) (2) (10) (11)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) (10)
CHIEF EQUITY OFFICER (1) (6) (10) (15)
CITY PAYROLL MANAGER (3) (12)
CITY PLANNING MANAGER (1) (5) (8) (10) (14) (17)
CLINIC OPERATIONS DIRECTOR (1) (10)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2) (10) (11)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
COURT IT MANAGER (3) (12)
DEPUTY COURT ADMINISTRATOR (3) (12)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (1) (2) (10) (11)
EMERGENCY COMMUNICATIONS MANAGER (3) (6) (12) (15)
EMERGENCY COMMUNICATIONS PROJECT MANAGER (3) (6) (12) (15)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (3) (12)
ERS APPLICATIONS DEVELOPMENT MANAGER (3) (12)
ERS CHIEF FINANCIAL OFFICER (1) (10)
ERS SYSTEMS MANAGER (3) (12)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION AUDIT MANAGER (1) (10)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (1) (10)
FIRE INFORMATION TECHNOLOGY MANAGER (1) (10)
FUNCTIONAL APPLICATIONS MANAGER (3) (12)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (10)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) (10)
MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) (10) (11)
MANAGEMENT ENGINEER (1) (2) (10) (11)
MATERNAL AND CHILD HEALTH DIRECTOR (1) (9) (10) (18)
MECHANICAL ENGINEER IV (1) (2) (10) (11)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (10)
PORT OPERATIONS MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) (10)
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (10) (13)
REVENUE AND FINANCIAL SERVICES MANAGER
SEWER SERVICES MANAGER (1) (2) (10) (11)
SPECIAL ENFORCEMENT MANAGER (1) (10)
STREETCAR SYSTEM MANAGER (1) (2) (10) (11)
STRUCTURAL DESIGN MANAGER (1) (2) (10) (11)
SYSTEMS INTEGRATION MANAGER (1) (10)
TELECOMMUNICATIONS MANAGER

TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (1) (2) (10) (11)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (10) (11)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (10)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (1) (10)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (11) (12) (16)
WORKER’S COMPENSATION AND SAFETY MANAGER

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

(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	3,546.42
Annual	92,206.92

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

(4) Recruitment is at:

Biweekly	3,400.81
Annual	88,421.06

(5) Recruitment is at:

Biweekly	3,544.07
Annual	92,145.82

(6) Recruitment is at:

Biweekly	3,588.33
Annual	93,296.58

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

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

(9) Recruitment is at:

Biweekly	3,273.57
Annual	85,112.82

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.85
Annual	79,297.40	111,016.10

(10) 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.

(11) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

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

(13) Recruitment is at:

Biweekly	3,502.83
Annual	91,073.58

(14) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(15) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

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

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

(18) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (3) (4) (6)
CHIEF ASSESSOR
CITY CLERK
CITY PURCHASING DIRECTOR
DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR (2) (3) (5) (6)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (1) (3) (4) (6)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

Wage Rate:

Hourly	44.82	62.75
Biweekly	3,585.84	5,020.04
Annual	93,231.84	130,521.04

(1) Recruitment is at:

Biweekly	3,944.38
Annual	102,553.88

(2) Recruitment is at:

Biweekly	3,914.02
Annual	101,764.52

- (3) 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.

Resident Wage Incentive:

Hourly	46.17	64.63
Biweekly	3,693.42	5,170.65
Annual	96,028.92	134,436.90

- (4) Recruitment is at:

Biweekly	4,062.71
Annual	105,630.46

- (5) Recruitment is at:

Biweekly	4,031.44
Annual	104,817.44

- (6) 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.

Pay Range 1NX

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR (2) (3) (6) (7)
CHIEF INFORMATION OFFICER
CHIEF INVESTMENT OFFICER (1) (5)
DEPUTY COMMISSIONER – CITY DEVELOPMENT
EMERGENCY COMMUNICATIONS DIRECTOR (2) (3) (6) (7)
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (2) (6)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR (2) (4) (6) (8)
MUNICIPAL PORT DIRECTOR
SPECIAL DEPUTY CITY ATTORNEY (2) (6)

Wage Rate:

Hourly	50.92	71.29
Biweekly	4,073.77	5,703.43
Annual	105,918.02	148,289.18

- (1) Appointment may be at any rate in the pay range with the approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
 (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	4,481.18
Annual	116,510.68

- (4) Recruitment is at:

Biweekly	4,469.41
----------	----------

Annual	116,204.66
--------	------------

Resident Wage Incentive:

Hourly	52.45	73.43
Biweekly	4,195.98	5,874.54
Annual	109,095.48	152,738.04

- (5) Appointment may be at any rate in the pay range with the approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (6) 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.
- (7) Recruitment is at:

Biweekly	4,615.61
Annual	120,005.86

- (8) Recruitment is at:

Biweekly	4,603.48
Annual	119,690.48

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (23)
ADMINISTRATIVE SUPPORT SPECIALIST (15) (32)
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (25)
CITY PAYROLL SPECIALIST (6) (15) (23) (32)
DISEASE INTERVENTION SPECIALIST 1 (1) (15) (18) (32)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE SUPPORT SPECIALIST (15) (17) (32) (34)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (15) (22) (32)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (15) (18) (32)
GEOGRAPHIC INFORMATION SPECIALIST (7) (24)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (24)
LEAD RISK ASSESSOR III (7) (24)
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (15) (16) (32) (33)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (26) (30)
PROPERTY APPRAISER 2 (10) (13) (27) (30)

PROPERTY APPRAISER 3 (11) (13) (28) (30)
PROPERTY APPRAISER 4 (12) (13) (29) (30)
PROPERTY MANAGER (8) (25)
PUBLIC HEALTH NURSE 1 (3) (4) (15) (20) (21) (32)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15) (18) (32)
PURCHASING AGENT (15) (32)
REAL ESTATE COORDINATOR II (8) (25)
RENT ASSISTANCE SPECIALIST III (2) (8) (19) (25)
SAFETY SPECIALIST (14) (31)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

Hourly	20.84	29.18
Biweekly	1,667.31	2,334.15
Annual	43,350.06	60,687.90

- (1) Recruitment is at:

Biweekly	2,081.27
Annual	54,113.02

- (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	2,227.19
Annual	57,906.94

shall advance to:

Biweekly	2,249.46
Annual	58,485.96

- (3) Recruitment is at:

Biweekly	2,080.96
Annual	54,104.96

- (4) 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.

- (5) Recruitment is at:

Biweekly	1,866.74
Annual	48,535.24

- (6) Recruitment is at:

Biweekly	1,847.57
Annual	48,036.82

- (7) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

- (8) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

- (9) Recruitment is at the minimum of the following range:

Biweekly	1,944.59	2,063.61
Annual	50,559.34	53,653.86

(10) 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	2,066.62	2,193.11
Annual	53,732.12	57,020.86

(11) 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	2,196.32	2,330.75
Annual	57,104.32	60,599.50

(12) 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	2,334.15	2,477.02
Annual	60,687.90	64,402.52

(13) 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.

(14) Recruitment is at:

Biweekly	1,777.38
Annual	46,211.88

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

(16) Recruitment is at:

Biweekly	1,959.66
Annual	50,951.16

(17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10

Resident Wage Incentive:

Hourly	21.47	30.05
Biweekly	1,717.33	2,404.17
Annual	44,650.58	62,508.42

(18) Recruitment is at:

Biweekly	2,143.71
Annual	55,736.46

(19) 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	2,294.01
Annual	59,644.26

shall advance to:

Biweekly	2,316.94
----------	----------

(20) Recruitment is at:

Annual	60,240.44
Biweekly	2,143.39
Annual	55,728.14

(21) 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.

(22) Recruitment is at:

Biweekly	1,922.74
Annual	49,991.24

(23) Recruitment is at:

Biweekly	1,903.00
Annual	49,478.00

(24) Recruitment is at:

Biweekly	1,930.65
Annual	50,196.90

(25) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

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

Biweekly	2,002.93	2,125.52
Annual	52,076.18	55,263.52

(27) 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	2,128.62	2,258.90
Annual	55,344.12	58,731.40

(28) 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	2,262.21	2,400.67
Annual	58,817.46	62,417.42

(29) 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	2,404.17	2,551.33
Annual	62,508.42	66,334.58

(30) 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.

(31) Recruitment is at:

Biweekly	1,830.70
Annual	47,598.20

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

(33) Recruitment is at:

Biweekly	2,018.45
Annual	52,479.70

(34) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (3) (4) (5) (8) (9) (10)
ASSOCIATE TRANSPORTATION PLANNER (2) (3) (5) (7) (8) (10)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HRIS ANALYST (3) (8)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (6)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (8)
TELECOMMUNICATIONS ANALYST – ASSISTANT
VOTER OUTREACH AND EDUCATION COORDINATOR (3) (4) (8) (9)

Wage Rate:

Hourly	23.87	31.10
Biweekly	1,909.36	2,488.27
Annual	49,643.36	64,695.02

(1) Incumbents are limited to the minimum of the pay range.

(2) Recruitment is at:

Biweekly	2,014.81
Annual	52,385.06

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

(4) Recruitment is at:

Biweekly	2,216.31
Annual	57,624.06

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

Resident Wage Incentive:

Hourly	24.58	32.04
Biweekly	1,966.64	2,562.92
Annual	51,132.64	66,635.92

(6) Incumbents are limited to the minimum of the pay range.

(7) Recruitment is at:

Biweekly	2,075.25
Annual	53,956.50

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

(9) Recruitment is at:

Biweekly	2,282.80
Annual	59,352.80

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

Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (16)
DISEASE INTERVENTION SPECIALIST 3 (5) (9) (16) (20)
ENVIRONMENTAL HEALTH COORDINATOR (8) (19)
ENVIRONMENTAL RISK OFFICER (1) (12)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (5) (9) (16) (20)
HEALTHCARE ACCESS PROGRAM COORDINATOR (5) (11) (16) (22)
FIRE DISPATCHER – SENIOR (6) (17)
LIBRARIAN II (5) (7) (16) (18)
LIBRARY EDUCATION OUTREACH COORDINATOR (5) (10) (16) (21)
MECHANICAL PLAN EXAMINER II (2) (5) (13) (16)
MICROBIOLOGIST (5) (16)
PLAN EXAMINER II (2) (5) (13) (16)
PUBLIC HEALTH NURSE 3 (3) (4) (14) (15)
PUBLIC HEALTH SOCIAL WORKER 3 (5) (9) (16) (20)
VIROLOGIST (5) (16)
WATER MICROBIOLOGIST (5) (16)

Wage Rate:

Hourly	23.68	33.16
Biweekly	1,894.62	2,652.61
Annual	49,260.12	68,967.86

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

Biweekly	2,080.57	2,652.59
Annual	54,094.82	68,967.34

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

Biweekly	2,605.82	2,813.04
Annual	67,751.32	73,139.04

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

Biweekly	2,434.66	2,652.61
Annual	63,301.16	68,967.86

- (4) 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.
- (5) Appointment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

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

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

- (7) Recruitment is at:

Biweekly	2,400.45
Annual	62,411.70

- (8) Recruitment is at:

Biweekly	2,332.27
Annual	60,639.02

- (9) Recruitment is at:

Biweekly	2,294.59
Annual	59,659.34

- (10) Recruitment is at:

Biweekly	2,471.54
Annual	64,260.04

- (11) Recruitment is at:

Biweekly	2,071.57
Annual	53,860.82

Resident Wage Incentive:

Hourly	24.39	34.15
Biweekly	1,951.46	2,732.19
Annual	50,737.96	71,036.94

- (12) Recruitment is at the minimum of the following range:

Biweekly	2,142.99	2,732.17
Annual	55,717.74	71,036.42

- (13) Recruitment is at the minimum of the following range:

Biweekly	2,683.99	2,897.43
Annual	69,783.74	75,333.18

- (14) Recruitment is at minimum of the following range:

Biweekly	2,507.70	2,732.19
Annual	65,200.20	71,036.94

- (15) 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.

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

- (17) Recruitment is at:

Biweekly	2,718.13
----------	----------

Annual	70,671.38
--------	-----------

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

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

(18) Recruitment is at:

Biweekly	2,472.46
Annual	64,283.96

(19) Recruitment is at:

Biweekly	2,402.24
Annual	62,458.24

(20) Recruitment is at:

Biweekly	2,363.43
Annual	61,449.18

(21) Recruitment is at:

Biweekly	2,545.69
Annual	66,187.94

(22) Recruitment is at:

Biweekly	2,133.72
Annual	55,476.72

Pay Range 2FX

Official Rate Biweekly

ASSOCIATE AUDITOR (4) (9)
BUDGET AND MANAGEMENT ANALYST – SENIOR
BUSINESS OPERATIONS ASSOCIATE (4) (5) (9) (10)
CERTIFICATION AND COMMUNICATIONS COORDINATOR
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (4) (5) (9) (10)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (9)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (6) (7) (8)
SANITATION PROJECT ANALYST (1) (6)

WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKER'S COMPENSATION ANALYST (4) (9)
WORKFORCE GRANT SPECIALIST (4) (9)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

Hourly	23.87	33.16
Biweekly	1,909.36	2,652.61
Annual	49,643.36	68,967.86

(1) 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.

(2) Recruitment is at:

Biweekly	2,019.16
Annual	52,498.16

(3) Additional 5% when assigned lead or supervisory assignments.

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

(5) Recruitment is at:

Biweekly	2,367.58
Annual	61,557.08

Resident Wage Incentive:

Hourly	24.58	34.15
Biweekly	1,966.64	2,732.19
Annual	51,132.64	71,036.94

(6) 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.

(7) Recruitment is at:

Biweekly	2,079.73
Annual	54,072.98

(8) Additional 5% when assigned lead or supervisory assignments.

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

(10) Recruitment is at:

Biweekly	2,438.61
Annual	63,403.86

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (21) (29) (32)
CIVIL ENGINEER II (4) (5) (15) (21) (22) (32)

CRIME ANALYST (1) (11) (18) (28)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (31) (32)
DOULA PROGRAM COORDINATOR (15) (16) (32) (33)
ELECTRICAL ENGINEER II (4) (5) (15) (21) (22) (32)
FIRE PROTECTION ENGINEER II (15) (17) (32) (34)
GIS ANALYST (3) (20)
HOUSING REHABILITATION SPECIALIST (6) (15) (23) (32)
INTELLIGENCE ANALYST (1) (11) (18) (28)
IT SUPPORT SPECIALIST – SENIOR (3) (11) (20) (28)
LEAD WATER CHEMIST (9) (15) (26) (32)
LIBRARIAN III (13) (15) (30) (32)
MECHANICAL ENGINEER II (4) (5) (15) (21) (22) (32)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (23)
PROGRAMMER ANALYST (3) (11) (20) (28)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (19) (25)
SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (27) (32)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (23) (24)
WATER QUALITY ANALYST (3) (20)

Wage Rate:

Hourly	25.24	35.34
Biweekly	2,019.16	2,827.08
Annual	52,498.16	73,504.08

(1) Recruitment is at:

Biweekly	2,128.31
Annual	55,336.06

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

Biweekly	2,206.11	2,827.08
Annual	57,358.86	73,504.08

(3) Recruitment is at:

Biweekly	2,227.01
Annual	57,902.26

(4) Recruitment is at:

Biweekly	2,543.69
Annual	66,135.94

(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	2,438.27	2,900.33
Annual	63,395.02	75,408.58

(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	2,156.91
----------	----------

Annual	56,079.66
--------	-----------

(10) Recruitment is at:

Biweekly	2,246.74
Annual	58,415.24

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	2,568.48
Annual	66,780.48

(14) Recruitment is at:

Biweekly	2,455.22
Annual	63,835.72

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

(16) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

(17) Recruitment is at:

Biweekly	2,290.02
Annual	59,540.52

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
Annual	54,072.98	75,709.14

(18) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

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

Biweekly	2,272.29	2,911.89
Annual	59,079.54	75,709.14

(20) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(21) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

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

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

Biweekly	2,511.42	2,987.34
----------	----------	----------

Annual	65,296.92	77,670.84
--------	-----------	-----------

- (24) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (25) 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.
- (26) Recruitment is at:

Biweekly	2,221.62
Annual	57,762.12

- (27) Recruitment is at:

Biweekly	2,314.14
Annual	60,167.64

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.

- (28) 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.
- (29) An employee possessing a Registered Architect License to be paid an additional 3%.
- (30) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

- (31) Recruitment is at:

Biweekly	2,528.88
Annual	65,750.88

- (32) Appointment may be at any rate in the pay range with the approval of DER.
- (33) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

- (34) Recruitment is at:

Biweekly	2,358.72
Annual	61,326.72

Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
ASSOCIATE IT AUDITOR (7) (16)
AUDITOR (7) (16)
BENEFITS SYSTEMS ANALYST (3) (12)
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS INCLUSION PROGRAM COORDINATOR (7) (16)
BUSINESS OPERATIONS SPECIALIST (7) (16)
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (7) (16)

ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (6) (7) (8) (9) (15) (16) (17) (18)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (11)
IT PROJECT COORDINATOR (4) (13)
LEGISLATIVE FISCAL ANALYST – SENIOR
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (10) (12)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (7) (16)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (5) (7) (8) (9) (14) (16) (17) (18)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
TEST ADMINISTRATION SPECIALIST (7) (8) (16) (17)
WORKFORCE DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	25.24	35.34
Biweekly	2,019.16	2,827.08
Annual	52,498.16	73,504.08

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(2) Recruitment is at:

Biweekly	2,360.62
Annual	61,376.12

(3) 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.

(4) Recruitment is at:

Biweekly	2,227.02
Annual	57,902.52

(5) Benjamin Timm is authorized at the following rate:

Biweekly	2,848.07
Annual	74,049.82

(6) Tory Kress is authorized at the following rate:

Biweekly	2,856.82
Annual	74,277.32

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

(8) Recruitment is at:

Biweekly	2,612.58
Annual	67,927.08

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

Resident Wage Incentive:

Hourly	26.00	36.40
Biweekly	2,079.73	2,911.89
Annual	54,072.98	75,709.14

(10) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(11) Recruitment is at:

Biweekly	2,431.44
Annual	63,217.44

(12) 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.

(13) Recruitment is at:

Biweekly	2,293.83
Annual	59,639.58

(14) Benjamin Timm is authorized at the following rate:

Biweekly	2,933.51
Annual	76,271.26

(15) Tory Kress is authorized at the following rate:

Biweekly	2,942.52
Annual	76,505.52

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

(17) Recruitment is at:

Biweekly	2,690.96
Annual	69,964.96

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

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (6)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER (1) (5) (6) (10)
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR

DATA AND EVALUATION COORDINATOR
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FUNCTIONAL APPLICATIONS ANALYST (1) (6)
HUMAN RESOURCES REPRESENTATIVE (1) (6)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER (4) (9)
IT AUDITOR (1) (6)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (2) (7)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
OPERATIONS PERSONNEL OFFICER (1) (6)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (6)
RECAST PROGRAM MANAGER (2) (7)
SENIOR AUDITOR (1) (6)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (6) (8)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (6)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (2) (7)

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment 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	2,407.05
Annual	62,583.30

- (4) 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.
- (5) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55

Annual	57,640.70	80,692.30
--------	-----------	-----------

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

(8) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

- (9) 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.

(10) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (3) (5) (9) (14) (16) (20)
CIVIL ENGINEER III (3) (7) (9) (14) (18) (20)
ELECTRICAL ENGINEER III (3) (7) (9) (14) (18) (20)
EMERGENCY COMMUNICATIONS OFFICER IV (9) (11) (20) (22)
EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (9) (11) (20) (22)
EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (9) (11) (20) (22)
ENGINEERING TECHNICIAN VI (1) (12)
FACILITIES PROJECT COORDINATOR (3) (7) (9) (14) (18) (20)
LAND SURVEYOR (2) (8) (13) (19)
LANDSCAPE ARCHITECT (3) (9) (10) (14) (20) (21)
MECHANICAL ENGINEER III (3) (7) (9) (14) (18) (20)
SENIOR TRANSPORTATION PLANNER (3) (6) (9) (14) (17) (20)
WATER PLANT AUTOMATION CONTROLS ENGINEER (4) (9) (15) (20)

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,651.87
Annual	68,948.62

(2) Recruitment is at:

Biweekly	2,601.96
Annual	67,650.96

(3) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

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

Biweekly	2,476.68	3,210.82
Annual	64,393.68	83,481.32

- (5) An employee possessing a Registered Architect License to be paid an additional 3%.
- (6) An employee possessing an AICP certification to be paid an additional 3%.
- (7) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (8) 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.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Incentives for attaining and maintaining specific certifications with DER approval.
- (11) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(12) Recruitment is at:

Biweekly	2,731.43
Annual	71,017.18

(13) Recruitment is at:

Biweekly	2,680.02
Annual	69,680.52

(14) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

Biweekly	2,550.98	3,307.14
Annual	66,325.48	85,985.64

- (16) An employee possessing a Registered Architect License to be paid an additional 3%.
- (17) An employee possessing an AICP certification to be paid an additional 3%.
- (18) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (19) 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.
- (20) Appointment may be at any rate in the pay range with the approval of DER.
- (21) Incentives for attaining and maintaining specific certifications with DER approval.
- (22) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (10)

BUDGET AND FISCAL POLICY ANALYST I (1) (4) (9) (12)
BUSINESS SYSTEMS COORDINATOR
COMPTROLLER NETWORK ADMINISTRATOR
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (9) (12)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (13)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FINANCIAL ANALYST (4) (12)
FISCAL PLANNING SPECIALIST
GIS DEVELOPER – SENIOR
INSPECTOR GENERAL (5) (13)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (12)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (11)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (12)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (13)
SENIOR PLANNER (4) (6) (7) (8) (12) (14) (15) (16)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (12) (14) (15)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (12)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (12)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

Hourly	28.67	40.14
Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

(1) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

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

(5) 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.

(6) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

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

(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(9) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(10) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(11) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

(13) 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.

(14) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

(16) An employee who is an APT Recognized Professional shall be paid an additional 3%.

Pay Range 2JX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST II (4) (5) (11) (12)
BUSINESS SYSTEMS ADMINISTRATOR (2) (9)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (9)
DER MARKETING AND COMMUNICATIONS OFFICER (4) (5) (11) (12)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (9)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (10)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (11)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (9)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (4) (6) (7) (11) (13) (14)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (11)
RESOURCE RECOVERY PROGRAM MANAGER (1) (8)
RISK MANAGEMENT AND SAFETY OFFICER (2) (9)
SENIOR FINANCIAL ANALYST (4) (11)
STAFF ASSISTANT MANAGER
URBAN DESIGN COORDINATOR (4) (6) (7) (11) (13) (14)

SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (5) (8) (12)
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

Hourly	30.57	42.80
Biweekly	2,445.58	3,423.68
Annual	63,585.08	89,015.68

- (1) 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.
- (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) Dan Casanova is authorized at the following rate:

Biweekly	3,446.93
Annual	89,620.18

- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

- (6) Recruitment is at:

Biweekly	2,935.20
Annual	76,315.20

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

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.39
Annual	65,492.70	91,686.14

- (8) 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.
- (9) 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.
- (10) Dan Casanova is authorized at the following rate:

Biweekly	3,550.34
Annual	92,308.84

- (11) Appointment may be at any rate in the pay range with the approval of DER.
- (12) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

- (13) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

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

Pay Range 2LX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST IV (1) (4) (5) (8)
DEVELOPMENT PROJECTS COORDINATOR
EMERGENCY COMMUNICATIONS SYSTEM ADMINISTRATOR (1) (4) (5) (8)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (1) (5)
ERS NETWORK SECURITY ADMINISTRATOR (1) (5)
ERS SERVER ADMINISTRATOR (1) (5)
ERS SOFTWARE DEVELOPER (1) (5)
FMIS PROJECT MANAGER
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (3) (7)
PORT FINANCE AND ADMINISTRATION OFFICER (2) (6)
SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (5)

Wage Rate:

Hourly	34.73	48.62
Biweekly	2,778.60	3,889.90
Annual	72,243.60	101,137.40

- (1) Appointment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is at:

Biweekly	2,998.33
Annual	77,956.58

- (3) 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.
- (4) Recruitment is at:

Biweekly	3,056.43
Annual	79,467.18

Resident Wage Incentive:

Hourly	35.77	50.08
Biweekly	2,861.96	4,006.60
Annual	74,410.96	104,171.60

- (5) Appointment may be at any rate in the pay range with the approval of DER.
- (6) Recruitment is at:

Biweekly	3,088.28
----------	----------

Annual	80,295.28
--------	-----------

(7) 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.

(8) Recruitment is at:

Biweekly	3,148.12
Annual	81,851.12

Pay Range 2MX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (6)
BUDGET AND FISCAL POLICY MANAGER (4) (5) (9) (10)
FIRE AND POLICE COMMISSION RISK MONITOR (3) (8)
INTERGOVERNMENTAL POLICY MANAGER - SENIOR
LEGISLATIVE FISCAL MANAGER – SENIOR
MARKET DEVELOPMENT MANAGER (4) (9)
NURSE PRACTITIONER (4) (9)
PENSION INVESTMENT ANALYST (2) (7)
RISK MANAGER (3) (8)

Wage Rate:

Hourly	37.01	51.82
Biweekly	2,961.07	4,145.48
Annual	76,987.82	107,782.48

- (1) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (2) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	3,257.18
Annual	84,686.68

Resident Wage Incentive:

Hourly	38.12	53.37
Biweekly	3,049.90	4,269.84
Annual	79,297.40	111,015.84

- (6) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (7) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (8) Appointment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Recruitment is at:

Biweekly	3,354.90
Annual	87,227.40

Pay Range 2NX

Official Rate Biweekly

EMERGENCY MANAGEMENT DIRECTOR (1) (2)

Wage Rate:

Hourly	39.45	55.23
Biweekly	3,155.80	4,418.44
Annual	82,050.80	114,879.44

- (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.

Resident Wage Incentive:

Hourly	40.63	56.89
Biweekly	3,250.47	4,550.99
Annual	84,512.22	118,325.74

- (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.

Pay Range 2OX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY IV (2) (5)
CAPITAL FINANCE MANAGER (3) (6)
EXECUTIVE DIRECTOR – DEFERRED COMPENSATION BOARD (3) (6)
PENSION INVESTMENT ANALYST SENIOR (1) (4)

Wage Rate:

Hourly	42.05	58.88
Biweekly	3,364.32	4,710.20
Annual	87,472.32	122,465.20

- (1) Appointment may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (3) 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.

Resident Wage Incentive:

Hourly	43.32	60.64
--------	-------	-------

Biweekly	3,465.25	4,851.51
Annual	90,096.50	126,139.26

- (4) Appointment may be at any rate in the pay range upon approval of the Employees' Retirement System – Executive Director and the Annuity and Pension Board.
- (5) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
- (6) 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.

SECTION 5: PARAPROFESSIONALS

Pay Range 5EN

Official Rate Biweekly

ACCOUNTING ASSISTANT III
COMMUNITY SERVICE OFFICER (5) (10)
LEAD PARKING ENFORCEMENT OFFICER
LIBRARY AUDIO MACHINE TECHNICIAN
LICENSE SPECIALIST II (1) (6)
OFFICE COORDINATOR
OFFICE COORDINATOR II (3) (8)
PERSONNEL PAYROLL ASSISTANT III (2) (7)
POLICE SERVICES SPECIALIST – INVESTIGATOR (4) (5) (9) (10)
POLICE RECORDS SPECIALIST III (1) (6)
PROGRAM ASSISTANT I
TOW LOT ASSISTANT IV

Wage Rate:

Hourly	19.86	22.91
Biweekly	1,588.87	1,833.00
Annual	41,310.62	47,658.00

- (1) Recruitment is at the minimum of the following range:

Biweekly	1,668.83	1,877.21
Annual	43,389.58	48,807.46

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

Biweekly	1,588.87	1,834.11
Annual	41,310.62	47,686.86

- (3) Recruitment is at:

Biweekly	1,627.56
Annual	42,316.56

- (4) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

- (5) Recruitment is at the minimum of the following range:

Biweekly	1,550.31	1,821.84
Annual	40,308.06	47,367.84

Resident Wage Rate:

Hourly	20.46	23.60
Biweekly	1,636.54	1,887.99
Annual	42,550.04	49,087.74

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

Biweekly	1,718.89	1,933.52
Annual	44,691.14	50,271.52

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

Biweekly	1,636.54	1,889.13
Annual	42,550.04	49,117.38

(8) Recruitment is at:

Biweekly	1,676.39
Annual	43,586.14

(9) Employees shall receive an additional (\$.65) per hour when they are designated to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

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

Biweekly	1,596.82	1,876.49
Annual	41,517.32	48,788.74

Pay Range 5FN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III (2) (5)
CLAIMS REPRESENTATIVE
CLINIC OFFICE COORDINATOR (2) (5)
CUSTOMER SERVICES REPRESENTATIVE – LEAD (2) (5)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE ASSISTANT III (2) (3) (5) (6)
HEALTH ACCESS ASSISTANT (2) (5)
HEALTH PROJECT ASSISTANT (2) (5)
INTERNET ANALYST – SENIOR
LEAD PROJECT ASSISTANT (2) (5)
PROGRAM ASSISTANT II (1) (2) (4) (5)

Wage Rate:

Hourly	19.87	23.66
Biweekly	1,589.47	1,892.81
Annual	41,326.22	49,213.06

(1) Terri Grote is authorized at the following rate:

Biweekly	2,573.43
Annual	66,909.18

(2) Recruitment is at:

Biweekly	1,668.83
Annual	43,389.58

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

Resident Wage Incentive:

Hourly	20.46	24.37
Biweekly	1,637.15	1,949.60
Annual	42,565.90	50,689.60

(4) Terri Grote is authorized at the following rate:

Biweekly	2,650.63
Annual	68,916.38

(5) Recruitment is at:

Biweekly	1,718.89
Annual	44,691.14

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

Pay Range 5GN

Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT III
DATABASE SPECIALIST (1) (4)
EMERGENCY COMMUNICATIONS OFFICER I (2) (3) (5) (6)
HEALTH ACCOUNTING ASSISTANT
IT SUPPORT ASSOCIATE (1) (4)

Wage Rate:

Hourly	20.41	24.49
Biweekly	1,632.40	1,959.42
Annual	42,442.40	50,944.92

(1) Recruitment is at:

Biweekly	1,654.96
Annual	43,028.96

(2) Recruitment is at:

Biweekly	1,699.69
Annual	44,191.94

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

Resident Wage Incentive:

Hourly	21.02	25.23
Biweekly	1,681.37	2,018.20
Annual	43,715.62	52,473.20

(4) Recruitment is at:

Biweekly	1,704.61
Annual	44,319.86

(5) Recruitment is at:

Biweekly	1,750.68
Annual	45,517.68

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

Pay Range 5IN

Official Rate Biweekly

911 DISPATCHER (4) (10)
911 TELECOMMUNICATOR (3) (9)
ADMINISTRATIVE ASSISTANT IV (1) (7)
BENEFITS SERVICES SPECIALIST (1) (7)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
HUMAN RESOURCES ASSISTANT (1) (7)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (7)
LIBRARY COMMUNICATIONS ASSISTANT (1) (7)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (7)
PROGRAM ASSISTANT III (1) (7)
REVENUE COLLECTION SPECIALIST (1) (7)
WATER PLANT MAINTENANCE ASSISTANT (2) (5) (8) (11)

Wage Rate:

Hourly	22.73	26.81
Biweekly	1,818.24	2,144.72
Annual	47,274.24	55,762.72

(1) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

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

(3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,144.65	2,637.65
Annual	55,760.90	68,578.90

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.

(4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. 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 duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. 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% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,638.96
Annual	68,612.96

- (5) Recruitment is at the minimum of the following range:

Biweekly	1,874.40	2,144.70
Annual	48,734.40	55,762.20

- (6) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10

Resident Wage Incentive:

Hourly	23.41	27.61
Biweekly	1,872.79	2,209.07
Annual	48,692.54	57,435.82

- (7) Recruitment is at:

Biweekly	1,930.66
Annual	50,197.16

- (8) Appointment may be at any rate in the pay range with the approval of DER.
 (9) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,208.99	2,716.78
Annual	57,433.74	70,636.28

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.

- (10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second

increment. An employee who passes the one-year probation in this title will be paid at the third increment. 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 duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. 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% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,718.13
Annual	70,671.38

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

Biweekly	1,930.64	2,209.04
Annual	50,196.64	57,435.04

(12) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10

Pay Range 5KN

Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER II (1) (2)

Wage Rate:

Hourly	26.80	32.97
Biweekly	2,144.65	2,637.65
Annual	55,760.91	68,578.90

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

Resident Wage Incentive:

Hourly	27.61	33.95
Biweekly	2,208.99	2,716.78
Annual	57,433.74	70,636.28

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

Pay Range 5LN

Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER III (1) (2)
--

Wage Rate:

Hourly	30.82	37.91
Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

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

Resident Wage Incentive:

Hourly	31.75	39.05
Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

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

SECTION 7: SKILLED CRAFT

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (4) (8) (18) (22)
CARPENTER SUPERVISOR (1) (15)
FIRE EQUIPMENT MACHINIST (4) (6) (8) (18) (20) (22)
FIRE EQUIPMENT WELDER (4) (6) (8) (18) (20) (22)
FIRE MECHANIC (4) (6) (8) (18) (20) (22)
FLEET SERVICES WELDER (4) (7) (8) (18) (19) (22)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (8) (17) (22)
IRONWORKER SUPERVISOR (1) (2) (15) (16)
NURSERY CREW LEADER (8) (9) (11) (12) (13) (22) (23) (25) (26) (27)
URBAN FORESTRY CREW LEADER (7) (8) (9) (12) (13) (14) (21) (22) (23) (26) (27) (28)
URBAN FORESTRY TECHNICIAN (8) (9) (10) (12) (22) (23) (24) (26)
VEHICLE SERVICES TECHNICIAN (4) (5) (8) (18) (19) (22)

Wage Rate:

Hourly	32.25	32.29
Biweekly	2,579.62	2,582.92
Annual	67,070.12	67,155.92

(1) Employees in this job classification 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.

(2) Recruitment is at:

Biweekly	2,582.92
Annual	67,155.92

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

Biweekly	1,853.75	2,575.37
Annual	48,197.50	66,959.62

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

Biweekly	2,006.15	2,616.77
Annual	52,159.90	68,036.02

(5) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.

(6) Employees will receive an additional 5% when performing special assignments.

(7) Employees will receive an additional 5% incentive for lead work.

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

(9) Recruitment is at:

Biweekly	2,090.85
Annual	54,362.10

(10) Additional 5% biweekly when performing contract administration duties.

(11) Additional 5% biweekly when performing greenhouse oversight duties.

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

(13) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.

(14) Additional 3% biweekly when assigned to operate the Grapple Saw.

Resident Wage Incentive:

Hourly	33.21	33.26
Biweekly	2,657.01	2,660.41
Annual	69,082.26	69,170.66

(15) Employees in this job classification 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.

(16) Recruitment is at:

Biweekly	2,660.41
Annual	69,170.66

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

Biweekly	1,909.36	2,652.63
Annual	49,643.36	68,968.38

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

Biweekly	2,066.33	2,695.27
Annual	53,724.58	70,077.02

(19) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.

(20) Employees will receive an additional 5% when performing special assignments.

(21) Employees will receive an additional 5% incentive for lead work.

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

(23) Recruitment is at:

Biweekly	2,153.58
Annual	55,993.08

(24) Additional 5% biweekly when performing contract administration duties.

(25) Additional 5% biweekly when performing greenhouse oversight duties.

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

(27) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.

Additional 3% biweekly when assigned to operate the Grapple Saw.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8IN

Official Rate Biweekly

BRIDGE OPERATOR LEAD WORKER (1) (2) (5) (6)
INFRASTRUCTURE REPAIR CREW LEADER (3) (7)
SEWER FIELD INVESTIGATOR (4) (8)
WATER METER INVESTIGATOR (4) (8)

Wage Rate:

Hourly	19.93	23.09
Biweekly	1,594.34	1,846.86
Annual	41,452.84	48,018.36

(1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.

(2) Recruitment is at:

Biweekly	1,653.15
Annual	42,981.90

(3) Recruitment is at:

Biweekly	1,635.91
Annual	42,533.66

(4) Recruitment is at:

Biweekly	1,627.56
Annual	42,316.56

Resident Wage Incentive:

Hourly	20.53	23.78
Biweekly	1,642.17	1,902.27
Annual	42,696.42	49,459.02

(5) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.

(6) Recruitment is at:

Biweekly	1,702.74
----------	----------

Annual	44,271.24
--------	-----------

(7) Recruitment is at:

Biweekly	1,684.99
Annual	43,809.74

(8) Recruitment is at:

Biweekly	1,676.39
Annual	43,586.14

Pay Range 8KN

Official Rate Biweekly

OPERATIONS DRIVER WORKER (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

Wage Rate:

Hourly	22.57	25.99
Biweekly	1,805.81	2,079.24
Annual	46,951.06	54,060.24

- (1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.
- (2) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (3) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
- (5) Employees in a title with a pay range lower than the pay range for ODW, who are assigned to drive during a GIC, shall receive a promotion to the title of ODW with a 3% increase or the pay range minimum whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is the same as the pay range for ODW, who are assigned to drive during a GIC, shall be paid at the minimum of the ODW pay range or their current base rate whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is higher than the pay range for ODW, who are assigned to drive during a GIC shall receive their current base rate and receive the 1% GIC assignment pay.

Titles assigned to drive during a GIC include: Cement Finisher, Cement Finisher Helper, City Laborer, Infrastructure Repair Crew Leader, Electrical Worker, Infrastructure Repair Worker, Laborer (Electrical Services), Operations Driver/Worker, Sewer Crew Leader, Sewer Examiner, Sewer Field Investigator, Sewer Laborer I, Sewer Laborer II, Sewer Mason, Sewer Repair Crew Leader, Special Equipment Operator I, Special Equipment Operator II, Special Equipment Operator III, Special Laborer (Electrical Services), Traffic Sign Worker II, Urban Forestry Arborist Apprentice, Urban Forestry Crew Leader, Urban Forestry Laborer, Urban Forestry Specialist, and Urban Forestry Technician.

Resident Wage Incentive:

Hourly	23.25	26.77
Biweekly	1,859.98	2,141.62
Annual	48,359.48	55,682.12

- (6) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.
- (7) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
- (8) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (9) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
- (10) Employees in a title with a pay range lower than the pay range for ODW, who are assigned to drive during a GIC, shall receive a promotion to the title of ODW with a 3% increase or the pay range minimum whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is the same as the pay range for ODW, who are assigned to drive during a GIC, shall be paid at the minimum of the ODW pay range or their current base rate whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is higher than the pay range for ODW, who are assigned to drive during a GIC shall receive their current base rate and receive the 1% GIC assignment pay.

Titles assigned to drive during a GIC include: Cement Finisher, Cement Finisher Helper, City Laborer, Infrastructure Repair Crew Leader, Electrical Worker, Infrastructure Repair Worker, Laborer (Electrical Services), Operations Driver/Worker, Sewer Crew Leader, Sewer Examiner, Sewer Field Investigator, Sewer Laborer I, Sewer Laborer II, Sewer Mason, Sewer Repair Crew Leader, Special Equipment Operator I, Special Equipment Operator II, Special Equipment Operator III, Special Laborer (Electrical Services), Traffic Sign Worker II, Urban Forestry Arborist Apprentice, Urban Forestry Crew Leader, Urban Forestry Laborer, Urban Forestry Specialist, and Urban Forestry Technician.

Pay Range 8LN

Official Rate Biweekly

SEWER CREW LEADER (3) (6)
WATER DISTRIBUTION UTILITY INVESTIGATOR
WATER REPAIR WORKER (1) (2) (4) (5)

Wage Rate:

Hourly	22.23	25.26
Biweekly	1,778.22	2,021.07

Annual	46,233.72	52,547.82
--------	-----------	-----------

- (1) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (2) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
- (3) Additional 1% biweekly incentive for attaining and maintaining a Class A CDL and an additional 2% biweekly for operating assigned heavy equipment.

Resident Wage Incentive:

Hourly	22.89	26.02
Biweekly	1,831.57	2,081.70
Annual	47,620.82	54,124.20

- (4) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (5) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
- (6) Additional 1% biweekly incentive for attaining and maintaining a Class A CDL and an additional 2% biweekly for operating assigned heavy equipment.