



Department of Employee Relations

Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Molly King
Employee Benefits Director

Nicholas DeSiato
Labor Negotiator

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Firefighters' Association, Local 215)

4AN-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2025 (December 22, 2024)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 850

Biweekly	2,169.39	2,256.32	2,500.54	2,745.44	3,015.46	3,313.28	3,610.50
Monthly	4,713.26	4,902.12	5,432.72	5,964.80	6,551.45	7,198.50	7,844.24
Annual	56,559.10	58,825.48	65,192.65	71,577.54	78,617.35	86,381.94	94,130.89

Pay Range 850P*

Biweekly	2,191.06	2,278.85	2,525.57	2,772.92	3,045.65	3,346.44	3,646.62
Monthly	4,760.34	4,951.07	5,487.10	6,024.50	6,617.04	7,270.54	7,922.72
Annual	57,124.06	59,412.87	65,845.22	72,293.98	79,404.44	87,246.47	95,072.59

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 850

Biweekly	1,563.08	2,084.11	2,167.65	2,402.28	2,637.55	2,897.00	3,183.09	3,468.60
Monthly	3,395.98	4,527.98	4,709.48	5,219.24	5,730.39	6,294.08	6,915.64	7,535.95
Annual	40,751.73	54,335.72	56,513.73	62,630.87	68,764.69	75,528.93	82,987.70	90,431.36

Pay Range 850P*

Biweekly		2,104.94	2,189.32	2,426.30	2,663.94	2,925.95	3,214.92	3,503.28
Monthly		4,573.23	4,756.56	5,271.43	5,787.73	6,356.97	6,984.80	7,611.29
Annual		54,878.79	57,078.70	63,257.11	69,452.72	76,283.69	83,817.56	91,335.51

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4DN-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2025 (December 22, 2024)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 853

Biweekly	2,716.31	2,774.72	3,409.99	3,542.77	3,819.15
Monthly	5,901.51	6,028.41	7,408.61	7,697.09	8,297.56
Annual	70,818.08	72,340.91	88,903.31	92,365.07	99,570.69

Pay Range 853P*

Biweekly	2,743.47	2,802.45	3,444.12	3,578.20	3,857.34
Monthly	5,960.52	6,088.66	7,482.76	7,774.07	8,380.53
Annual	71,526.18	73,063.87	89,793.13	93,288.78	100,566.36

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 853

Biweekly	2,609.55	2,665.66	3,276.02	3,403.55	3,669.06
Monthly	5,669.56	5,791.46	7,117.54	7,394.62	7,971.47
Annual	68,034.69	69,497.56	85,410.52	88,735.41	95,657.63

Pay Range 853P*

Biweekly	2,635.66	2,692.33	3,308.74	3,437.55	3,705.75
Monthly	5,726.29	5,849.41	7,188.63	7,468.49	8,051.18
Annual	68,715.42	70,192.89	86,263.58	89,621.84	96,614.19

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4EN-Pay Ranges 856 & 856P*

Official Rate Biweekly

FIRE LIEUTENANT (1) (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE LEAD ASSISTANT (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM OPERATIONS COORDINATOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM SUPERVISOR (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2025 (December 22, 2024)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 856

Biweekly	3,481.28	3,614.83	3,753.68	3,898.00	4,048.26
Monthly	7,563.50	7,853.65	8,155.32	8,468.87	8,795.33
Annual	90,761.94	94,243.78	97,863.80	101,626.43	105,543.92

Pay Range 856P*

Biweekly	3,516.11	3,650.97	3,791.19	3,937.02	4,088.75
Monthly	7,639.17	7,932.17	8,236.81	8,553.64	8,883.30
Annual	91,670.01	95,186.00	98,841.74	102,643.73	106,599.55

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 856

Biweekly	3,344.47	3,472.76	3,606.12	3,744.83	3,889.16
Monthly	7,266.26	7,544.98	7,834.73	8,136.09	8,449.66
Annual	87,195.11	90,539.81	94,016.70	97,633.07	101,395.95

Pay Range 856P*

Biweekly	3,377.95	3,507.48	3,642.22	3,782.27	3,928.08
Monthly	7,339.00	7,620.42	7,913.16	8,217.43	8,534.22
Annual	88,067.98	91,445.01	94,957.88	98,609.18	102,410.65

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Fire Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

4JN-Pay Range 857

Official Rate Biweekly

EMS EDUCATION COORDINATOR (2) (3)
EMS INSTRUCTOR COORDINATOR (2) (3)
EMS SUPERVISOR (2) (3)
EMS TECHNICAL RESOURCE SPECIALIST (2) (3)
FIRE CAPTAIN (1) (2) (3)

FIRE COMMUNITY RELATIONS DIRECTOR (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE SUPERVISOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM MANAGER (2) (3)
RECRUITMENT DIRECTOR (2) (3)
SURVIVE ALIVE HOUSE DIRECTOR (2) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2025 (December 22, 2024)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 857

Biweekly	3,836.11	3,986.36	4,142.56	4,304.90	4,473.66	4,649.33
Monthly	8,334.41	8,660.84	9,000.20	9,352.91	9,719.56	10,101.22
Annual	100,012.87	103,930.10	108,002.45	112,234.89	116,634.70	121,214.67

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 857

Biweekly	3,685.34	3,829.69	3,979.78	4,135.73	4,297.83	4,466.62
Monthly	8,006.84	8,320.46	8,646.55	8,985.37	9,337.55	9,704.26
Annual	96,082.08	99,845.49	103,758.55	107,824.39	112,050.57	116,451.16

- (1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

4AN-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 850

Biweekly	2,191.08	2,278.88	2,525.55	2,772.89	3,045.61	3,346.41	3,646.61
Monthly	4,760.38	4,951.14	5,487.06	6,024.43	6,616.95	7,270.47	7,922.69
Annual	57,124.58	59,413.66	65,844.69	72,293.20	79,403.40	87,245.69	95,072.33

Pay Range 850P*

Biweekly	2,212.97	2,301.64	2,550.83	2,800.65	3,076.11	3,379.90	3,683.09
Monthly	4,807.94	5,000.59	5,541.98	6,084.75	6,683.22	7,343.24	8,001.95
Annual	57,695.29	60,007.04	66,503.78	73,016.94	80,198.58	88,118.82	96,023.42

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 850

Biweekly	1,578.71	2,104.95	2,189.33	2,426.30	2,663.93	2,925.97	3,214.92	3,503.29
Monthly	3,429.94	4,573.25	4,756.58	5,271.43	5,787.71	6,357.02	6,984.80	7,611.31
Annual	41,159.22	54,879.05	57,078.96	63,257.11	69,452.46	76,284.22	83,817.56	91,335.77

Pay Range 850P*

Biweekly		2,125.99	2,211.21	2,450.56	2,690.58	2,955.21	3,247.07	3,538.31
Monthly		4,618.97	4,804.12	5,324.13	5,845.61	6,420.55	7,054.65	7,687.40
Annual		55,427.60	57,649.40	63,889.60	70,147.26	77,046.54	84,655.75	92,248.79

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4DN-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 853

Biweekly	2,743.47	2,802.47	3,444.09	3,578.20	3,857.34
Monthly	5,960.52	6,088.70	7,482.70	7,774.07	8,380.53
Annual	71,526.18	73,064.39	89,792.34	93,288.78	100,566.36

Pay Range 853P*

Biweekly	2,770.90	2,830.47	3,478.56	3,613.98	3,895.91
Monthly	6,020.11	6,149.53	7,557.59	7,851.80	8,464.33
Annual	72,241.32	73,794.39	90,691.03	94,221.62	101,571.94

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 853

Biweekly	2,635.65	2,692.32	3,308.78	3,437.59	3,705.75
Monthly	5,726.26	5,849.39	7,188.72	7,468.57	8,051.18
Annual	68,715.16	70,192.63	86,264.62	89,622.88	96,614.19

Pay Range 853P*

Biweekly	2,662.02	2,719.25	3,341.83	3,471.93	3,742.81
Monthly	5,783.56	5,907.89	7,260.52	7,543.18	8,131.70
Annual	69,402.66	70,894.73	87,126.28	90,518.17	97,580.40

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4EN-Pay Ranges 856 & 856P*

Official Rate Biweekly

FIRE LIEUTENANT (1) (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE LEAD ASSISTANT (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM OPERATIONS COORDINATOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM SUPERVISOR (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 856

Biweekly	3,516.09	3,650.98	3,791.22	3,936.98	4,088.74
Monthly	7,639.12	7,932.19	8,236.88	8,553.56	8,883.27
Annual	91,669.49	95,186.26	98,842.52	102,642.69	106,599.29

Pay Range 856P*

Biweekly	3,551.27	3,687.48	3,829.10	3,976.39	4,129.64
Monthly	7,715.56	8,011.49	8,319.18	8,639.18	8,972.13
Annual	92,586.68	96,137.87	99,830.10	103,670.17	107,665.61

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 856

Biweekly	3,377.91	3,507.49	3,642.18	3,782.28	3,928.05
Monthly	7,338.91	7,620.44	7,913.07	8,217.45	8,534.16
Annual	88,066.94	91,445.27	94,956.83	98,609.44	102,409.87

Pay Range 856P*

Biweekly	3,411.73	3,542.55	3,678.64	3,820.09	3,967.36
Monthly	7,412.39	7,696.61	7,992.28	8,299.60	8,619.56
Annual	88,948.67	92,359.34	95,907.40	99,595.20	103,434.74

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Fire Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

4JN-Pay Range 857

Official Rate Biweekly

EMS EDUCATION COORDINATOR (2) (3)
EMS INSTRUCTOR COORDINATOR (2) (3)
EMS SUPERVISOR (2) (3)
EMS TECHNICAL RESOURCE SPECIALIST (2) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE COMMUNITY RELATIONS DIRECTOR (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE SUPERVISOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM MANAGER (2) (3)
RECRUITMENT DIRECTOR (2) (3)
SURVIVE ALIVE HOUSE DIRECTOR (2) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2026 (December 21, 2025)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 857

Biweekly	3,874.47	4,026.22	4,183.99	4,347.95	4,518.40	4,695.82
Monthly	8,417.75	8,747.44	9,090.22	9,446.44	9,816.76	10,202.23
Annual	101,012.97	104,969.30	109,082.59	113,357.27	117,801.14	122,426.73

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 857

Biweekly	3,722.19	3,867.99	4,019.58	4,177.09	4,340.81	4,511.29
Monthly	8,086.90	8,403.67	8,733.02	9,075.23	9,430.93	9,801.31
Annual	97,042.81	100,844.02	104,796.19	108,902.70	113,171.12	117,615.77

- (1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

4AN-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 14, 2026 (June 21, 2026)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 850

Biweekly	2,212.99	2,301.67	2,550.81	2,800.62	3,076.07	3,379.87	3,683.08
Monthly	4,807.98	5,000.65	5,541.94	6,084.68	6,683.13	7,343.17	8,001.93
Annual	57,695.81	60,007.82	66,503.26	73,016.16	80,197.54	88,118.04	96,023.16

Pay Range 850P*

Biweekly	2,235.10	2,324.66	2,576.34	2,828.66	3,106.87	3,413.70	3,719.92
Monthly	4,856.02	5,050.60	5,597.41	6,145.60	6,750.05	7,416.67	8,081.97
Annual	58,272.25	60,607.21	67,168.86	73,747.21	81,000.54	89,000.03	96,983.63

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 850

Biweekly	1,594.50	2,126.00	2,211.22	2,450.56	2,690.57	2,955.23	3,247.07	3,538.32
Monthly	3,464.24	4,618.99	4,804.14	5,324.13	5,845.58	6,420.59	7,054.65	7,687.42
Annual	41,570.89	55,427.86	57,649.66	63,889.60	70,147.00	77,047.07	84,655.75	92,249.06

Pay Range 850P*

Biweekly		2,147.25	2,233.32	2,475.07	2,717.49	2,984.76	3,279.54	3,573.69
Monthly		4,665.16	4,852.15	5,377.38	5,904.07	6,484.75	7,125.19	7,764.27
Annual		55,981.87	58,225.84	64,528.61	70,848.84	77,816.96	85,502.29	93,171.20

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4DN-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 14, 2026 (June 21, 2026)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 853

Biweekly	2,770.90	2,830.49	3,478.53	3,613.98	3,895.91
Monthly	6,020.11	6,149.58	7,557.52	7,851.80	8,464.33
Annual	72,241.32	73,794.92	90,690.24	94,221.62	101,571.94

Pay Range 853P*

Biweekly	2,798.61	2,858.77	3,513.35	3,650.12	3,934.87
Monthly	6,080.31	6,211.02	7,633.17	7,930.32	8,548.97
Annual	72,963.76	74,532.22	91,598.05	95,163.84	102,587.68

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 853

Biweekly	2,662.01	2,719.24	3,341.87	3,471.97	3,742.81
Monthly	5,783.53	5,907.87	7,260.61	7,543.27	8,131.70
Annual	69,402.40	70,894.47	87,127.32	90,519.22	97,580.40

Pay Range 853P*

Biweekly	2,688.64	2,746.44	3,375.25	3,506.65	3,780.24
Monthly	5,841.39	5,966.97	7,333.13	7,618.61	8,213.02
Annual	70,096.68	71,603.61	87,997.59	91,423.37	98,556.25

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4EN-Pay Ranges 856 & 856P*

Official Rate Biweekly

FIRE LIEUTENANT (1) (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE LEAD ASSISTANT (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM OPERATIONS COORDINATOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM SUPERVISOR (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 14, 2026 (June 21, 2026)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 856

Biweekly	3,551.25	3,687.49	3,829.13	3,976.35	4,129.63
Monthly	7,715.51	8,011.51	8,319.24	8,639.09	8,972.11
Annual	92,586.16	96,138.13	99,830.89	103,669.12	107,665.35

Pay Range 856P*

Biweekly	3,586.78	3,724.35	3,867.39	4,016.15	4,170.94
Monthly	7,792.71	8,091.59	8,402.37	8,725.56	9,061.86
Annual	93,512.48	97,099.12	100,828.38	104,706.77	108,742.36

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 856

Biweekly	3,411.69	3,542.56	3,678.60	3,820.10	3,967.33
Monthly	7,412.30	7,696.63	7,992.20	8,299.62	8,619.50
Annual	88,947.63	92,359.60	95,906.36	99,595.46	103,433.96

Pay Range 856P*

Biweekly	3,445.85	3,577.98	3,715.43	3,858.29	4,007.03
Monthly	7,486.52	7,773.59	8,072.21	8,382.59	8,705.75
Annual	89,838.23	93,283.05	96,866.57	100,591.13	104,468.99

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Fire Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

4JN-Pay Range 857

Official Rate Biweekly

EMS EDUCATION COORDINATOR (2) (3)
EMS INSTRUCTOR COORDINATOR (2) (3)
EMS SUPERVISOR (2) (3)
EMS TECHNICAL RESOURCE SPECIALIST (2) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE COMMUNITY RELATIONS DIRECTOR (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE SUPERVISOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM MANAGER (2) (3)
RECRUITMENT DIRECTOR (2) (3)
SURVIVE ALIVE HOUSE DIRECTOR (2) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 14, 2026 (June 21, 2026)

For those employees **hired prior to** October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement:

Pay Range 857

Biweekly	3,913.21	4,066.48	4,225.83	4,391.43	4,563.58	4,742.78
Monthly	8,501.91	8,834.91	9,181.12	9,540.90	9,914.92	10,304.25
Annual	102,022.97	106,018.94	110,173.42	114,490.85	118,979.05	123,651.05

For those employees **hired on or after** October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Pay Range 857

Biweekly	3,759.41	3,906.67	4,059.78	4,218.86	4,384.22	4,556.40
Monthly	8,167.77	8,487.71	8,820.36	9,165.98	9,525.24	9,899.32
Annual	98,013.19	101,852.47	105,844.26	109,991.70	114,302.88	118,791.85

- (1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

PART II – ADMINISTRATION

SECTION 10: RATES OF PAY FOR POLICE LIAISON AND FIRE CONTRACT ADMINISTRATOR

- B. Fire Contract Administrator:** Effective PP1, 2023, the salary rate of the Association Fire Contract Administrator, who is below the rank of Captain, shall be equivalent to the fourth (4) step in pay range 4JN the employee shall maintain that step and not be eligible for any annual increments, but shall be eligible for any across-the-board increases negotiated through contract negotiations with the City. For an employee who is at the rank of Captain shall be equivalent to the step in the pay range the employee would normally occupy had he/she remained a member of the Milwaukee Fire Department. The employee shall under no circumstances be eligible for any salary payments for any work performed outside his/her regularly scheduled work shift, on a holiday, on an off day, or on a vacation day.

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 221203.

NMF
23-26 Sal Ord Amendments
Labr/Lo215/2023-2026 Negotiations/Implementation