

CC # 220787 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1IX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (3) (10) (15) (22)
ARCHITECTURAL PROJECT MANAGER (1) (2) (13) (14)
ASSOCIATE DIRECTOR (3) (10) (15) (22)
BRIDGE MAINTENANCE MANAGER (1) (2) (13) (14)
BUDGET MANAGER – CITY DEVELOPMENT (3) (10) (15) (22)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1) (13)
BUSINESS FINANCE MANAGER (3) (10) (15) (22)
CHIEF EQUITY OFFICER (1) (6) (13) (18)
CITY ATTORNEY HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
CITY PLANNING MANAGER (1) (5) (8) (13) (17) (20)
CONSTRUCTION MANAGEMENT ENGINEER (1) (2) (13) (14)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (13)
COURT IT MANAGER (3) (15)
DCD HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
DEPUTY COURT ADMINISTRATOR (3) (15)
DEVELOPMENT PROJECTS MANAGER (1) (13)
DNS HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
ELECTION COMMISSION – DEPUTY DIRECTOR (1) (9) (13) (21)
ELECTRICAL ENGINEER – SENIOR (1) (2) (13) (14)
EMERGENCY COMMUNICATIONS FINANCE MANAGER (3) (10) (15) (22)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
EMERGENCY COMMUNICATIONS MANAGER (3) (6) (15) (18)
EMERGENCY COMMUNICATIONS PROJECT MANAGER (3) (6) (15) (18)
ENTERPRISE RESOURCE PLANNING MANAGER (1) (13)
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (3) (15)
ERS APPLICATIONS DEVELOPMENT MANAGER (3) (15)
ERS CHIEF FINANCIAL OFFICER (1) (13)
ERS SYSTEMS MANAGER (3) (15)
FIRE HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
FIRE INFORMATION TECHNOLOGY MANAGER (1) (13)
FUNCTIONAL APPLICATIONS MANAGER (3) (15)
HEALTH BUDGET AND ADMINISTRATION MANAGER (3) (10) (15) (22)
HEALTH HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (13)
HOMELAND SECURITY DIRECTOR (1) (13)
HUMAN RESOURCES COMPLIANCE OFFICER (3) (10) (15) (22)
INFORMATION SERVICES MANAGER (1) (13)

INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (1) (13)
INFRASTRUCTURE HUMAN RESOURCES ADMINISTRATOR (3) (10) (11) (15) (22) (23)
ITMD POLICY AND ADMINISTRATION MANAGER (3) (10) (15) (22)
LEGISLATIVE REFERENCE BUREAU MANAGER (3) (10) (15) (22)
LIBRARY BUSINESS MANAGER (3) (10) (15) (22)
LIBRARY HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
MANAGEMENT CIVIL ENGINEER – SENIOR (1) (2) (13) (14)
MANAGEMENT ENGINEER (1) (2) (13) (14)
MATERNAL AND CHILD HEALTH DIRECTOR (1) (9) (13) (21)
MECHANICAL ENGINEER IV (1) (2) (13) (14)
MPD SAFETY DIVISION MANAGER (3) (10) (15) (22)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER (1) (13)
OPERATIONS HUMAN RESOURCES ADMINISTRATOR (3) (10) (11) (15) (22) (23)
PERMIT AND DEVELOPMENT CENTER MANAGER (1) (13)
POLICE FORENSIC SERVICES DIRECTOR (1) (13)
POLICE HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)
PORT FINANCE AND ADMINISTRATION OFFICER (3) (10) (15) (22)
PORT OPERATIONS MANAGER (1) (13)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (1) (13)
PUBLIC HEALTH NURSING DIRECTOR (1) (13)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (13) (16)
RETIREMENT PLAN MANAGER (3) (10) (15) (22)
SAFETY MANAGER (3) (10) (15) (22)
SEWER SERVICES MANAGER (1) (2) (13) (14)
SPECIAL ENFORCEMENT MANAGER (1) (13)
STREETCAR SYSTEM MANAGER (1) (2) (13) (14)
STRUCTURAL DESIGN MANAGER (1) (2) (13) (14)
SURVEY GEOSPATIAL MANAGER (1) (2) (13) (14)
SYSTEMS INTEGRATION MANAGER (1) (13)
TAX BILLING AND COLLECTIONS MANAGER (3) (10) (15) (22)
TRAFFIC CONTROL ENGINEER IV (1) (13)
TRAFFIC ENGINEER – SENIOR (1) (2) (13) (14)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (13) (14)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (12) (13) (24)
WATER ACCOUNTING MANAGER (3) (10) (15) (22)
WATER BUSINESS OPERATIONS MANAGER (3) (10) (15) (22)
WATER DISTRIBUTION MANAGER (1) (13)
WATER INFORMATION TECHNOLOGY MANAGER (1) (13)
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (14) (15) (19)
WATER WORKS HUMAN RESOURCES ADMINISTRATOR (3) (10) (15) (22)

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

(10) Recruitment is at:

Biweekly	3,632.92
Annual	94,455.92

(11) The incumbents of the 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.

(12) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90

Resident Wage Incentive:

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

(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	3,652.81
Annual	94,973.06

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

(16) Recruitment is at:

Biweekly	3,502.83
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Annual	91,073.58
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(17) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(18) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

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

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

(21) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

(22) Recruitment is at:

Biweekly	3,741.91
Annual	97,289.66

(23) The incumbents of the 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.

(24) Recruitment is at:

Biweekly	3,123.63
Annual	81,214.38

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTING COORDINATOR I (14) (15) (31) (32)
ACCOUNTING COORDINATOR II (15) (17) (32) (34)
ADMINISTRATIVE SUPPORT SPECIALIST (15) (17) (32) (34)
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (6) (15) (23) (32)
CITY PAYROLL SPECIALIST (15) (17) (32) (34)
DISEASE INTERVENTION SPECIALIST 1 (1) (15) (18) (32)
ELECTION SERVICES COORDINATOR (15) (16) (32) (33)
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)
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
MILWAUKEE PLAYS PROGRAM COORDINATOR

NUTRITIONIST (15) (16) (32) (33)
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)
REAL ESTATE COORDINATOR II (8) (25)
RENT ASSISTANCE SPECIALIST III (2) (8) (19) (25)

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

For one position of Environmental and Disease Control Specialist in the Home Environmental Health Section, recruitment is at:

Biweekly	1,935.81
Annual	50,331.06

- (6) Recruitment is at:

Biweekly	1,899.73
Annual	49,392.98

- (7) Recruitment is at:

Biweekly	1,874.42
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(8) Recruitment is at:

Annual	48,734.92
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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	1,899.85
Annual	49,396.10

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

(16) Recruitment is at:

Biweekly	1,998.85
Annual	51,970.10

(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
Annual	60,240.44

(20) Recruitment is at:

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

For one position of Environmental and Disease Control Specialist in the Home Environmental Health Section, recruitment is at:

Biweekly	1,933.88
Annual	51,840.88

(23) Recruitment is at:

Biweekly	1,956.72
Annual	50,874.72

(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
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Annual	62,508.42	66,334.58
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(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	1,956.85
Annual	50,878.10

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

(33) Recruitment is at:

Biweekly	2,058.82
Annual	53,529.32

(34) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

Pay Range 2EN

Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR (13) (14) (30) (31)
ARCHITECTURAL DESIGNER I (1) (13) (15) (18) (30) (32)
CIVIL ENGINEER I (1) (9) (13) (18) (26) (30)
COMMUNITY OUTREACH SPECIALIST (12) (29)
DISEASE INTERVENTION SPECIALIST 2 (13) (14) (30) (31)
DOULA
ELECTION ADMINISTRATIVE SERVICES COORDINATOR (13) (14) (30) (31)
ELECTION SERVICES FIELD COORDINATOR (13) (14) (30) (31)
ELECTRICAL ENGINEER I (1) (9) (13) (18) (26) (30)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (13) (14) (30) (31)
FIRE PROTECTION ENGINEER I (13) (30)
HOUSING PROGRAMS SPECIALIST (10) (13) (27) (30)
IT SUPPORT SPECIALIST (3) (13) (20) (30)
LABORATORY DATA SPECIALIST (12) (13) (29) (30)
LACTATION COUNSELOR (12) (29)
LEAD PROJECT SPECIALIST
LIBRARIAN I (8) (13) (25) (30)
LIBRARY CIRCULATION SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY MARKETING SPECIALIST
LIBRARY SECURITY INVESTIGATOR (13) (17) (30) (34)
LIBRARY SERVICES COORDINATOR (3) (13) (16) (20) (30) (33)
LIBRARY TECHNICAL SERVICES COORDINATOR (3) (13) (20) (30)
LIBRARY VOLUNTEER COORDINATOR (13) (17) (30) (34)
MECHANICAL ENGINEER I (1) (9) (13) (18) (26) (30)
MEDIA PRODUCER (4) (21)
PARALEGAL (2) (13) (19) (30)
PLAN EXAMINER SPECIALIST (5) (13) (22) (30)
PUBLIC HEALTH NURSE 2 (6) (7) (13) (23) (24) (30)
PUBLIC HEALTH SOCIAL WORKER 2 (13) (14) (30) (31)

WATER TREATMENT PLANT OPERATOR (11) (13) (28) (30)
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Wage Rate:

Hourly	22.22	31.10
Biweekly	1,777.38	2,488.27
Annual	46,211.88	64,695.02

(1) Recruitment is at:

Biweekly	2,312.42
Annual	60,122.92

(2) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

(3) Recruitment is at:

Biweekly	1,989.63
Annual	51,730.38

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

Biweekly	1,963.63	2,524.07
Annual	51,054.38	65,625.82

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

Biweekly	2,203.59	2,621.95
Annual	57,293.34	68,170.70

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

Biweekly	2,184.99	2,488.27
Annual	56,809.74	64,695.02

(7) 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.

(8) Recruitment is at:

Biweekly	2,243.41
Annual	58,328.66

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

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

Biweekly	2,290.54	2,488.27
Annual	59,554.04	64,695.02

(11) Recruitment is at:

Biweekly	1,798.07
Annual	46,749.82

(12) Recruitment is at:

Biweekly	2,080.95
Annual	54,104.70

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

(14) Recruitment is at:

Biweekly	2,185.33
Annual	56,818.58

(15) An employee possessing a Registered Architect License to be paid an additional 3%.

(16) Additional one-time \$400 incentive for completing reference coursework.

(17) Recruitment is at:

Biweekly	1,990.65
Annual	51,756.90

Resident Wage Incentive:

Hourly	22.88	32.04
Biweekly	1,830.70	2,562.92
Annual	47,598.20	66,635.92

(18) Recruitment is at:

Biweekly	2,381.79
Annual	61,926.54

(19) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

(20) Recruitment is at:

Biweekly	2,049.32
Annual	53,282.32

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

Biweekly	2,022.54	2,599.79
Annual	52,586.04	67,594.54

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

Biweekly	2,269.70	2,700.61
Annual	59,012.20	70,215.86

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

Biweekly	2,250.54	2,562.92
Annual	58,514.04	66,635.92

(24) 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.

(25) Recruitment is at:

Biweekly	2,310.71
Annual	60,078.46

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

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

Biweekly	2,359.26	2,562.92
Annual	61,340.76	66,635.92

(28) Recruitment is at:

Biweekly	1,852.01
Annual	48,152.26

(29) Recruitment is at:

Biweekly	2,143.38
Annual	55,727.88

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

(31) Recruitment is at:

Biweekly	2,250.89
Annual	58,523.14

(32) An employee possessing a Registered Architect License to be paid an additional 3%.

(33) Additional one-time \$400 incentive for completing reference coursework.

(34) Recruitment is at:

Biweekly	2,050.37
Annual	53,309.62

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (23) (31) (34)
BENEFITS SERVICE COORDINATOR (15) (18) (34) (37)
CIVIL ENGINEER II (4) (5) (15) (23) (24) (34)
CRIME ANALYST (1) (11) (20) (30)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (33) (34)
DOULA PROGRAM COORDINATOR (15) (16) (34) (35)
ELECTRICAL ENGINEER II (4) (5) (15) (23) (24) (34)
FIRE PROTECTION ENGINEER II (17) (36)
GIS ANALYST (3) (22)
HOUSING REHABILITATION SPECIALIST (6) (15) (25) (34)
HRIS AUDIT COORDINATOR (14) (18) (19) (34) (37) (38)
INTELLIGENCE ANALYST (1) (11) (20) (30)
IT SUPPORT SPECIALIST – SENIOR (3) (11) (22) (30)
LEAD PROGRAM INFORMATION SPECIALIST (15) (34)
LIBRARIAN III (13) (15) (32) (34)
MECHANICAL ENGINEER II (4) (5) (15) (23) (24) (34)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (25)
PROGRAMMER ANALYST (3) (11) (22) (30)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (21) (27)
SENIOR WATER TREATMENT PLANT OPERATOR (10) (15) (29) (34)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (25) (26)
TEST ADMINISTRATION COORDINATOR (15) (18) (34) (37)

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
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(3) Recruitment is at:

Annual	57,358.86	73,504.08
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	2,391.65	
Annual	62,182.90	

(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	2,827.08	
Annual	73,504.08	

(18) Recruitment is at:

Biweekly	2,451.12	
Annual	63,729.12	

(19) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned

to perform the work of a HRIS Analyst.

Resident Wage Incentive:

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

(20) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

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

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

(22) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(23) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

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

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

Biweekly	2,511.42	2,987.34
Annual	65,296.92	77,670.84

(26) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(27) 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.

(28) Recruitment is at:

Biweekly	2,463.40
Annual	64,048.40

(29) 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.

(30) 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.

(31) An employee possessing a Registered Architect License to be paid an additional 3%.

(32) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

(33) Recruitment is at:

Biweekly	2,528.88
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Annual	65,750.88
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(34) Appointment may be at any rate in the pay range with the approval of DER.

(35) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

(36) Recruitment is at:

Biweekly	2,911.89
Annual	75,709.14

(37) Recruitment is at:

Biweekly	2,542.65
Annual	65,640.90

(38) To be paid rates consistent with a promotion to a HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.

Pay Range 2HX

Official Rate Biweekly

BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR (1) (8)
DATA AND EVALUATION COORDINATOR (1) (6) (8) (13)
DATA COMMUNICATIONS SPECIALIST
FUNCTIONAL APPLICATIONS ANALYST (1) (8)
GRANT COMPLIANCE COORDINATOR (1) (8)
LABOR RELATIONS REPRESENTATIVE
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (8)
RESEARCH AND POLICY COORDINATOR (1) (6) (8) (13)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (8) (10)
WATER SECURITY MANAGER (1) (8)
WATER WORKS PERSONNEL OFFICER

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

(6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12

(7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55
Annual	57,640.70	80,692.30

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

(9) 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

(10) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

(11) 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.

(12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

(13) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

(14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (2) (4) (7) (12) (14) (17)
CIVIL ENGINEER III (2) (6) (7) (12) (16) (17)
ELECTRICAL ENGINEER III (2) (6) (7) (12) (16) (17)
EMERGENCY COMMUNICATIONS OFFICER IV (7) (9) (17) (19)
EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (7) (9) (17) (19)
EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (7) (9) (17) (19)

ENGINEERING TECHNICIAN VI (1) (11)
FACILITIES PROJECT COORDINATOR (2) (6) (7) (12) (16) (17)
LANDSCAPE ARCHITECT (2) (7) (8) (12) (17) (18)
MECHANICAL ENGINEER III (2) (6) (7) (12) (16) (17)
SENIOR TRANSPORTATION PLANNER (2) (5) (7) (12) (15) (17)
WATER CHEMIST PROJECT LEADER (7) (10) (17) (20)
WATER PLANT AUTOMATION CONTROLS ENGINEER (3) (7) (13) (17)

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	2,798.05
Annual	72,749.30

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

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

(4) An employee possessing a Registered Architect License to be paid an additional 3%.

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

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

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

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

(9) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

(10) Recruitment is at:

Biweekly	2,607.81
Annual	67,803.06

Resident Wage Incentive:

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

(11) Recruitment is at:

Biweekly	2,731.43
Annual	71,017.18

(12) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

Biweekly	2,550.98	3,307.14
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Annual	66,325.48	85,985.64
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- (14) An employee possessing a Registered Architect License to be paid an additional 3%.
- (15) An employee possessing an AICP certification to be paid an additional 3%.
- (16) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (17) Appointment may be at any rate in the pay range with the approval of DER.
- (18) Incentives for attaining and maintaining specific certifications with DER approval.
- (19) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

- (20) Recruitment is at:

Biweekly	2,686.04
Annual	69,837.04

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (13)
ASSOCIATE AUDITOR (1) (4) (12) (15)
ATHLETIC TRAINER (1) (4) (12) (15)
BENEFITS SYSTEMS ANALYST (4) (10) (15) (21)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (12) (15)
BUSINESS ANALYST (1) (4) (12) (15)
BUSINESS FINANCE OFFICER (1) (4) (12) (15)
BUSINESS SYSTEMS COORDINATOR
COMMUNITY VIOLENCE PREVENTION MANAGER (4) (11) (15) (22)
COMPTROLLER NETWORK ADMINISTRATOR
DISABILITY SPECIALIST (1) (4) (12) (15)
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (12) (15)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FAMILY VIOLENCE PREVENTION MANAGER (4) (11) (15) (22)
FINANCE SPECIALIST (1) (4) (12) (15)
GIS DEVELOPER – SENIOR
HRIS ANALYST (4) (10) (15) (21)
HUMAN RESOURCES ANALYST (1) (4) (12) (15)
INSPECTOR GENERAL (5) (16)
INVESTIGATOR / ADJUSTER (1) (4) (12) (15)
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (1) (4) (12) (15)
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (15)
LEGISLATIVE ANALYST – ASSOCIATE (1) (4) (12) (15)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (14)
MANAGEMENT SERVICES ANALYST (1) (4) (12) (15)
NETWORK ADMINISTRATOR
PENSION SPECIALIST (1) (4) (12) (15)
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (15) (20)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (16)
PURCHASING AGENT (1) (4) (12) (15)
RECAST PROGRAM MANAGER (4) (11) (15) (22)

SAFETY SPECIALIST (1) (4) (12) (15)
SENIOR PLANNER (4) (6) (7) (8) (15) (17) (18) (19)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (15) (17) (18)
STAFF ASSISTANT – SENIOR
SUICIDE PREVENTION MANAGER (4) (11) (15) (22)
SYSTEMS ANALYST – SENIOR (4) (15)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TEST ADMINISTRATION SPECIALIST (4) (10) (15) (21)
TRADE DEVELOPMENT REPRESENTATIVE (4) (15)
WATER CLAIMS SPECIALIST (1) (4) (12) (15)
WATER SYSTEMS ANALYST – SENIOR
WORKFORCE GRANT SPECIALIST (1) (4) (12) (15)
WORKFORCE OUTREACH SPECIALIST (1) (4) (12) (15)
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%.

(9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94

(10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12

(11) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

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	2,598.54
Annual	67,562.04

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

(14) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

(16) 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.

(17) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

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

(20) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98

(21) Recruitment is at:

Biweekly	2,691.00
Annual	69,966.00

(22) Recruitment is at:

Biweekly	2,818.00
Annual	73,268.00

Pay Range 2JX

Official Rate Biweekly

ACCOUNTANT III (4) (5) (13) (14)
ACCOUNTING SPECIALIST (4) (5) (13) (14)
ASSOCIATE IT AUDITOR (4) (5) (13) (14)
AUDITOR (4) (5) (13) (14)
BUDGET AND FISCAL POLICY ANALYST II (4) (5) (13) (14)
BUSINESS ANALYST – SENIOR (4) (5) (13) (14)
BUSINESS INCLUSION PROGRAM COORDINATOR (4) (5) (13) (14)
BUSINESS SYSTEMS ADMINISTRATOR (2) (11)
CERTIFICATION AND COMMUNICATIONS COORDINATOR (4) (5) (13) (14)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER (4) (5) (13) (14)
COMMUNITY RELATIONS AND ENGAGEMENT MANAGER (4) (5) (13) (14)
CONTRACT COMPLIANCE OFFICER (4) (5) (13) (14)
DATABASE ANALYST (2) (11)

DEFERRED COMPENSATION PLAN COORDINATOR (4) (5) (13) (14)
DISABILITY SPECIALIST – SENIOR (4) (5) (13) (14)
DIVERSITY RECRUITER (4) (5) (13) (14)
DPW OPERATIONS BUSINESS ANALYST (4) (5) (13) (14)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (11)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (12)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ANALYST – SENIOR (4) (5) (13) (14)
EPIDEMIOLOGIST (4) (8) (13) (17)
FINANCIAL ANALYST (4) (5) (13) (14)
FIRE AND POLICE COMMISSION AUDITOR (4) (5) (13) (14)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (13)
GRANT MONITOR (4) (5) (13) (14)
HEALTH AND SAFETY SPECIALIST (4) (5) (13) (14)
HUMAN RESOURCES ANALYST – SENIOR (4) (5) (13) (14)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR (4) (5) (13) (14)
LABOR RELATIONS OFFICER
MANAGEMENT ACCOUNTANT – SENIOR (4) (5) (13) (14)
MANAGEMENT AND ACCOUNTING OFFICER (4) (5) (13) (14)
MARKETING AND COMMUNICATIONS OFFICER (4) (5) (13) (14)
MAYOR'S LIAISON OFFICER
PENSION ACCOUNTING SPECIALIST (4) (5) (13) (14)
PENSION SPECIALIST – SENIOR (4) (5) (13) (14)
PRINCIPAL PLANNER (4) (6) (7) (13) (15) (16)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (13)
PURCHASING AGENT – SENIOR (4) (5) (13) (14)
REAL ESTATE MODELER (4) (13)
RECRUITER (4) (5) (13) (14)
RESOURCE RECOVERY PROGRAM MANAGER (1) (10)
SAFETY SPECIALIST – SENIOR (1) (4) (5) (9) (10) (13) (14) (18)
STAFF ASSISTANT MANAGER
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (4) (5) (10) (13) (14)
URBAN DESIGN COORDINATOR (4) (6) (7) (13) (15) (16)
WORKER'S COMPENSATION ANALYST (4) (5) (13) (14)
WORKFORCE DEVELOPMENT COORDINATOR (4) (5) (13) (14)

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%.

(8) Recruitment is at:

Biweekly	2,572.77
Annual	66,892.02

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

Resident Wage Incentive:

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

(10) 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.

(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) Dan Casanova is authorized at the following rate:

Biweekly	3,550.34
Annual	92,308.84

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

(14) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(15) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

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

(17) Recruitment is at:

Biweekly	2,649.95
Annual	68,898.70

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

Pay Range 2KX

Official Rate Biweekly

ACCOUNTANT – LEAD (4) (5) (9) (10)
ACCOUNTING AND GRANT SPECIALIST (4) (5) (9) (10)
ACCOUNTING SUPERVISOR (4) (5) (9) (10)
ASSISTANT CITY ATTORNEY II (3) (8)
AUDITOR – LEAD (4) (5) (9) (10)
BUDGET AND FISCAL POLICY ANALYST III (4) (5) (9) (10)
CIVIL ENGINEER IV (1) (4) (6) (9)
DCD ACCOUNTANT LEAD (4) (5) (9) (10)
FIRE AND POLICE COMMISSION INVESTIGATOR (4) (5) (9) (10)
FIRE COMPLIANCE OFFICER (4) (5) (9) (10)
GRANT BUDGET SPECIALIST (4) (5) (9) (10)
GRANT COMPLIANCE MANAGER (4) (5) (9) (10)
HUMAN RESOURCES REPRESENTATIVE (4) (5) (9) (10)
LEGISLATIVE FISCAL ANALYST – LEAD (4) (5) (9) (10)
INTERGOVERNMENTAL POLICY MANAGER
IT AUDITOR (4) (5) (9) (10)
PENSION INVESTMENT ANALYST ASSOCIATE (2) (7)
SENIOR AUDITOR (4) (5) (9) (10)
SENIOR FINANCIAL ANALYST (5) (5) (9) (10)
SPECIAL ASSISTANT TO MAYOR
TELECOMMUNICATIONS ENGINEER

Wage Rate:

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

(1) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

(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 at the discretion of the City Attorney.

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

(5) Recruitment is at:

Biweekly	2,866.90
Annual	74,539.40

Resident Wage Incentive:

Hourly	33.56	46.98
Biweekly	2,684.47	3,758.32
Annual	69,796.22	97,716.32

(6) Recruitment is at:

Biweekly	3,170.19
Annual	82,424.94

- (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 at the discretion of the City Attorney.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Recruitment is at:

Biweekly	2,952.91
Annual	76,775.66

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

911 DISPATCHER (4) (10)
911 TELECOMMUNICATOR (3) (9)
ADMINISTRATIVE ASSISTANT IV (1) (7)
BENEFITS SERVICES SPECIALIST (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE ASSISTANT IV (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS FINANCIAL SERVICES ASSISTANT (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
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 (6) (12)
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. 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. 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 or assigned to perform a Fire Dispatcher – Senior assignment to be paid an additional 5% and at the minimum of the following rate. 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

- (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. 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. 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 or assigned to perform a Fire Dispatcher – Senior assignment to be paid an additional 5% and at the minimum of the following rate. 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

(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

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6KN

Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT II (3) (6)
ADMINISTRATIVE SERVICES ASSISTANT (1) (2) (4) (5)
CITY PAYROLL ASSISTANT (1) (4)
CLAIMS PROCESSOR II (1) (4)
COMMUNICATIONS ASSISTANT V (1) (4)

Wage Rate:

Hourly	18.94	22.26
Biweekly	1,515.44	1,780.71
Annual	39,401.44	46,298.46

(1) Recruitment is at:

Biweekly	1,588.87
Annual	41,310.62

(2) Marcia Borzynski is authorized at the following rate:

Biweekly	1,850.16
Annual	48,104.16

(3) Recruitment is at:

Biweekly	1,659.38
Annual	43,143.88

Resident Wage Incentive:

Hourly	19.51	22.93
Biweekly	1,560.90	1,834.13
Annual	40,583.40	47,687.38

(4) Recruitment is at:

Biweekly	1,636.54
Annual	42,550.04

(5) Marcia Borzynski is authorized at the following rate:

Biweekly	1,905.66
Annual	49,547.16

(6) Recruitment is at:

Biweekly	1,709.16
Annual	44,438.16

SECTION 7: SKILLED CRAFT

Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (6)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (2) (5) (7) (10)
SEWER MASON (1) (6)
WATER PLANT MACHINE REPAIRPERSON (3) (4) (8) (9)

Wage Rate:

Hourly	34.35	34.57
Biweekly	2,747.75	2,765.88
Annual	71,441.50	71,912.88

- 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.
- Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,612.01	1,934.41	2,418.01	2,901.61
Annual	41,912.26	50,294.66	62,868.26	75,441.86

- Recruitment is at the minimum of the following range:

Biweekly	2,197.80	2,770.46
Annual	57,142.80	72,031.96

- Appointment may be at any rate in the pay range with the approval of DER.
- An employee appointed as a Municipal Services Electrician Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

Resident Wage Incentive:

Hourly	35.38	35.61
Biweekly	2,830.18	2,848.86
Annual	73,584.68	74,070.36

- (6) 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.
- (7) Apprenticeship Position. Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75%, and 90% of the biweekly probationary increment rate for the Municipal Services Electrician, respectively:

Biweekly	1,660.37	1,992.44	2,490.55	2,988.66
Annual	43,169.62	51,803.44	64,754.30	77,705.16

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

Biweekly	2,263.73	2,853.57
Annual	58,856.98	74,192.82

- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) An employee appointed as a Municipal Services Electrician Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

SECTION 8: SERVICE AND MAINTENANCE

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 (plus any additional pay related to certifications attained and approved by DER) 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, plus any additional pay related to certifications attained and approved by DER, 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 (plus any additional pay related to certifications attained and approved by DER) 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, plus any additional pay related to certifications attained and approved by DER, 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.

PART II

SECTION 3: SALARY AT TIME OF APPOINTMENT

- B. Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2):** In the event it becomes necessary to recruit at a rate above the minimum, unless otherwise noted in Part I, positions classified as Officials and Administrators or Professionals in pay ranges 1AX-1KX, 2AX-2OX, and 2AN-2JN may be authorized at any rate in the pay range with the approval of the Department of Employee Relations. Positions classified as Officials and Administrator or Professionals in pay ranges 1LX-1PX and 2QX-2OX may be authorized at any rate in the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

A department head who disagrees with a decision of the Department of Employee Relations and/or the Chair of the Finance and Personnel Committee made under this section may file with the City Clerk a request for review by the Finance and Personnel Committee. The decision of the Finance and Personnel Committee shall be final.

A listing of appointments made pursuant to this provision shall be maintained by the Department of Employee Relations and communicated to the Committee on Finance and Personnel as requested. Recruitment for purposes of this provision includes appointments after promotion.

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

- E. Transfers:** City Departments may request a 3% salary adjustment for employees voluntarily transferring to positions allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), Service and Maintenance (Section 8) subject to approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay. Employees receiving a 3% salary adjustment under this provision shall receive a new salary anniversary date. The salary of an employee who voluntarily transfers back to the position originally held will be decreased by 3%.

This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification as defined above.

This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification as defined above.