

..Number

251050

..Version

PROPOSED SUBSTITUTE A

..Reference

250698, 221201, 250074, 250947, 251052, 251200

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2026 rates of pay of offices and positions in the City Service.

..Analysis

This substitute ordinance changes the rates of pay in the following departments:

All Departments, Department of Employee Relations, Fire Department, Department of Neighborhood Services (Development Center Division), Police Department, Department of Public Works – Operations Division (Fleet Services Section, Sanitation Section), Department of Public Works – Water Works

..Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

Part 1. Part 1, Section 1 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 1DX, add the title of “Business Liaison–Development Center (3)”.

Under Pay Range 1FX, delete the title of “Fleet Acquisition Manager (2) (7)”, delete footnote (7) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1HX, add the title ‘Fleet Acquisition and Disposal Manager’ and apply footnotes (3) and (13).

Part 2. Part 1, Section 2 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 2GX, add the title of “Inventory Supply Specialist (2)” and delete the title of “Business Operations Specialist (2)”.

Under Pay Range 2IX, delete the title of “Athletic Trainer (1)”.

Under Pay Range 2KX, add the title of “Business Operations Specialist–Senior (3)”.

Under Pay Range 2LX, add the title of “Performance and Training Physical Therapist (18)” and add new footnote (18) to read:

(18) Recruitment is at:

Biweekly	3,470.38
Annual	90,230.00

Part 3. Part 1, Section 4 of ordinance File Number 240764 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under 4BN-Pay Range 801, replace all contents with the following:

4BN-Pay Range 801

Official Rate Biweekly

POLICE OFFICER (1) (2) (3) (4) (5) (6) (7) (8)

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/MPA labor agreement:

Hourly	36.95	40.41	44.89	46.61	49.26
Biweekly	2,955.84	3,232.92	3,591.47	3,729.01	3,940.71
Annual	77,062.97	84,286.84	93,634.75	97,220.62	102,739.94

(1) **Associate’s Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	37.25	40.71	45.20	46.91	49.56
Biweekly	2,980.03	3,257.15	3,615.63	3,753.18	3,964.95
Annual	77,693.64	84,918.55	94,264.64	97,850.76	103,371.91

(2) **Bachelor’s Degree** – (an employee who has attained and maintained)

Hourly	37.63	41.09	45.57	47.29	49.94
Biweekly	3,010.26	3,287.35	3,645.88	3,783.43	3,995.16
Annual	78,481.78	85,705.91	95,053.30	98,639.42	104,159.53

(3) **Master’s Degree or Higher** – (an employee who has attained and maintained)

Hourly	37.78	41.24	45.72	47.44	50.09
Biweekly	3,022.39	3,299.49	3,657.98	3,795.54	4,007.28
Annual	78,798.02	86,022.42	95,368.76	98,955.15	104,475.51

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:

Hourly	26.32	35.09	38.38	42.64	44.27	46.78
Biweekly	2,105.43	2,807.24	3,070.40	3,410.94	3,541.53	3,742.61
Annual	54,891.57	73,188.76	80,049.71	88,928.08	92,332.74	97,575.19

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	35.38	38.67	42.92	44.56	47.07
Biweekly	2,830.23	3,093.39	3,433.90	3,564.50	3,765.60
Annual	73,788.14	80,649.09	89,526.68	92,931.61	98,174.57

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	35.74	39.03	43.28	44.92	47.43
Biweekly	2,858.95	3,122.11	3,462.61	3,593.20	3,794.33
Annual	74,536.91	81,397.87	90,275.19	93,679.86	98,923.60

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	35.88	39.17	43.43	45.06	47.57
Biweekly	2,870.42	3,133.58	3,474.05	3,604.73	3,805.77
Annual	74,835.95	81,696.91	90,573.44	93,980.46	99,221.86

(7) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

(8) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

Under 4CN-Pay Range 804, replace all contents with the following:

4CN-Pay Range 804

Official Rate Biweekly

COURT LIAISON OFFICER (1) (2) (3) (4) (5) (6) (7)
POLICE ALARM OPERATOR (1) (2) (3) (4) (5) (6) (7)

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/MPA labor agreement:

Hourly	47.90	49.38	50.93
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Biweekly	3,831.66	3,950.35	4,074.13
Annual	99,896.85	102,991.27	106,218.39

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	48.20	49.68	51.23
Biweekly	3,855.83	3,974.53	4,098.30
Annual	100,526.99	103,621.67	106,848.53

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	48.58	50.06	51.61
Biweekly	3,886.11	4,004.78	4,128.53
Annual	101,316.44	104,410.33	107,636.67

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	48.73	50.21	51.76
Biweekly	3,898.20	4,016.88	4,140.62
Annual	101,631.64	104,725.80	107,951.88

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:

Hourly	45.49	46.90	48.37
Biweekly	3,639.00	3,751.77	3,869.28
Annual	94,873.93	97,814.00	100,877.65

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	45.77	47.18	48.65
Biweekly	3,661.99	3,774.72	3,892.25
Annual	95,473.31	98,412.34	101,476.52

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	46.13	47.54	49.01
Biweekly	3,690.74	3,803.45	3,920.98
Annual	96,222.86	99,161.37	102,225.55

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	46.28	47.69	49.16
Biweekly	3,702.21	3,814.91	3,932.46
Annual	96,521.90	99,460.15	102,524.85

- (7) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

Under 4FN-Pay Range 808, replace all contents with the following:

4FN-Pay Range 808

Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)

DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)

LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

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/MPA labor agreement:

Hourly	50.37	52.32	54.34
Biweekly	4,029.75	4,185.35	4,347.26
Annual	105,061.34	109,118.05	113,339.28

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	50.67	52.92	54.64
Biweekly	4,053.95	4,209.56	4,371.43
Annual	105,692.27	109,749.24	113,969.42

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	51.05	53.00	55.02
Biweekly	4,084.20	4,239.80	4,401.70
Annual	106,480.93	110,537.64	114,758.60

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	51.20	53.15	55.17
Biweekly	4,096.34	4,251.88	4,413.79
Annual	106,797.43	110,852.58	115,073.81

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:

Hourly	47.84	49.69	51.61
Biweekly	3,827.16	3,974.90	4,128.71
Annual	99,779.53	103,631.32	107,641.37

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	48.13	49.97	51.90
Biweekly	3,850.14	3,997.91	4,151.65
Annual	100,378.65	104,231.22	108,239.44

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	48.49	50.33	52.26
Biweekly	3,878.89	4,026.64	4,180.41
Annual	101,128.20	104,980.25	108,989.26

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	48.63	50.48	52.40
Biweekly	3,890.37	4,038.12	4,191.89
Annual	101,427.50	105,279.55	109,288.56

Under 4G-Pay Range 831D, replace all contents with the following:

4G-Pay Range 831D

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

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/MPSO labor agreement:

Hourly	55.41	57.55	59.77
Biweekly	4,432.73	4,603.89	4,781.99
Annual	115,567.60	120,029.99	124,673.31

(1) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	55.74	57.88	60.11
Biweekly	4,459.35	4,630.52	4,808.57
Annual	116,261.62	120,724.27	125,366.29

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	56.16	58.30	60.52
Biweekly	4,492.62	4,663.78	4,841.87
Annual	117,129.02	121,591.40	126,234.47

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	56.32	58.46	60.69
Biweekly	4,505.97	4,677.07	4,855.17
Annual	117,477.07	121,937.89	126,581.22

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:

Hourly	52.62	54.65	56.77
Biweekly	4,209.88	4,372.39	4,541.58
Annual	109,757.58	113,994.45	118,405.48

(4) **Associate's Degree** – (an employee who has attained and maintained)

Hourly	52.94	54.97	57.09
Biweekly	4,235.15	4,397.70	4,566.82
Annual	110,416.41	114,654.32	119,063.52

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	53.33	55.37	57.48
Biweekly	4,266.78	4,429.30	4,598.45
Annual	111,241.05	115,478.18	119,888.16

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	53.49	55.52	57.64
Biweekly	4,279.41	4,441.93	4,611.08
Annual	111,570.33	115,807.46	120,217.44

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

(9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level

for the rank supervised, unless the employee is already making 10% or more than those being supervised.

Under 4HN-Pay Range 812, replace all contents with the following:

4HN-Pay Range 812

Official Rate Biweekly

CHIEF LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3) (4) (5) (6)

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/MPA labor agreement:

Hourly	54.38	56.16	57.94
Biweekly	4,350.06	4,492.78	4,635.59
Annual	113,412.28	117,133.19	120,856.45

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	54.68	56.46	58.25
Biweekly	4,374.24	4,516.97	4,659.76
Annual	114,042.68	117,763.86	121,486.60

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	55.06	56.84	58.63
Biweekly	4,404.49	4,547.24	4,690.06
Annual	114,831.34	118,553.04	122,276.56

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	55.21	56.99	58.78
Biweekly	4,416.58	4,559.31	4,702.17
Annual	115,146.55	118,867.72	122,592.29

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:

Hourly	51.64	53.34	55.03
Biweekly	4,131.32	4,266.89	4,402.54
Annual	107,709.41	111,243.92	114,780.50

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	51.93	53.62	55.32
Biweekly	4,154.32	4,289.89	4,425.53
Annual	108,309.05	111,843.56	115,379.89

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	52.29	53.98	55.68
Biweekly	4,183.04	4,318.59	4,454.28
Annual	109,057.83	112,591.81	116,129.44

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	52.43	54.13	55.82
Biweekly	4,194.55	4,330.10	4,465.74
Annual	109,357.91	112,891.89	116,428.22

Under 4KN-Pay Range 806, replace all contents with the following:

4KN-Pay Range 806

Official Rate Biweekly

FORENSIC INVESTIGATOR (1) (2) (3) (4) (5) (6)

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/MPA labor agreement:

Hourly	49.38	50.93	52.59
Biweekly	3,950.35	4,074.13	4,207.37
Annual	102,991.27	106,218.39	109,692.14

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	49.68	51.23	52.89
Biweekly	3,974.53	4,098.30	4,231.59
Annual	103,621.67	106,848.53	110,323.59

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	50.06	51.61	53.27
Biweekly	4,004.78	4,128.53	4,261.81
Annual	104,410.33	107,636.67	111,111.47

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	50.21	51.76	53.42
Biweekly	4,016.88	4,140.62	4,273.92
Annual	104,725.80	107,951.88	111,427.20

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:

Hourly	46.90	48.37	49.95
Biweekly	3,751.77	3,869.28	3,995.85
Annual	97,814.00	100,877.65	104,177.52

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	47.18	48.65	50.24
Biweekly	3,774.72	3,892.25	4,018.81
Annual	98,412.34	101,476.52	104,776.12

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	47.54	49.01	50.59
Biweekly	3,803.45	3,920.98	4,047.57
Annual	99,161.37	102,225.55	105,525.93

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	47.69	49.16	50.74
Biweekly	3,814.91	3,932.46	4,059.04
Annual	99,460.15	102,524.85	105,824.97

Under 4MN-Pay Range 813, replace all contents with the following:

4MN-Pay Range 813

Official Rate Biweekly

Police Liaison Officer (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 14, 2025 (December 21, 2025)

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

Hourly	52.32	54.34	56.44	58.63	60.91	63.27
Biweekly	4,185.35	4,347.26	4,515.58	4,690.60	4,872.42	5,061.72

Annual	109,118.05	113,339.28	117,727.62	122,290.64	127,030.95	131,966.27
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(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	52.62	54.64	56.75	58.93	61.21	53.57
Biweekly	4,209.56	4,371.43	4,539.75	4,714.79	4,896.63	5,085.93
Annual	109,749.24	113,969.42	118,357.77	122,921.31	127,662.14	132,597.46

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	53.00	55.02	57.13	59.31	61.59	63.95
Biweekly	4,239.80	4,401.70	4,570.00	4,745.04	4,926.85	5,116.18
Annual	110,537.64	114,758.60	119,146.43	126,709.97	128,450.02	133,386.12

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	53.15	55.17	57.28	59.46	61.74	64.10
Biweekly	4,251.88	4,413.79	4,582.11	4,757.12	4,938.95	5,128.25
Annual	110,852.58	115,073.81	119,462.15	124,024.91	128,765.48	133,700.80

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:

Hourly	49.69	51.61	53.61	55.68	57.84	60.09
Biweekly	3,974.90	4,128.71	4,288.56	4,454.78	4,627.49	4,807.24
Annual	103,631.32	107,641.37	111,808.88	116,142.48	120,645.27	125,331.61

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	49.97	51.90	53.89	55.97	58.13	60.38
Biweekly	3,997.91	4,151.65	4,311.53	4,477.76	4,650.45	4,830.23
Annual	104,231.22	108,239.44	112,407.74	116,741.60	121,243.87	125,930.99

(5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	50.33	52.26	54.25	56.33	58.49	60.74
Biweekly	4,026.64	4,180.41	4,340.23	4,506.47	4,679.17	4,858.99
Annual	104,980.25	108,989.26	113,155.99	117,490.11	121,992.64	126,680.81

(6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	50.48	52.40	54.40	56.47	58.63	60.88
Biweekly	4,038.12	4,191.89	4,351.74	4,517.96	4,690.63	4,870.44
Annual	105,279.55	109,288.56	113,456.08	117,789.67	122,291.42	126,979.33

- (7) Employee(s) to be appointed at the fourth step of Pay Range 4MN, including any applicable education. There shall be no annual movement through the range. Negotiated across-the-board increases will be applied.

Part 4. Part 1, Section 5 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 5KN, add the title of “Water Collections Specialist (1)”.

Part 5. Part 1, Section 8 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Pay Range 8DN, delete the title of “Yard Attendant (2)” and add the titles of “Drop off Center Attendant” and “Sanitation Yard Attendant (2)”.

Part 6. Part 2, Section 5 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2025 – December 7, 2025):

Under Part II, Section 5: Promotions and Special Pay Practices, amend paragraph E. to read as follows:

E. Transfers: City Departments may request a 3% salary adjustment for employees voluntary transferring to a position 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 the approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same 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.

Employees who apply to an open and competitive recruitment to a position that would be considered a voluntary transfer, shall be eligible for recruitment flexibility outlined under Part II, Section 3: Salary at Time of Appointment, Subsections B and C. The salary of an employee who voluntarily transfers back to the position originally held will be decreased to the rate prior to the approved special recruitment rate.

Part 7. Part 2, Section 9 of ordinance File Number 250698 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2026 – December 21, 2025):

Under Part II, Section 9: Supplemental Pay Practices, amend paragraphs F. and G. to read as follows:

- F. Shift Differential:** Employees holding positions classified as non-exempt under the FLSA whose hours of work occur between the time period beginning at 5:00 p.m. and ending at 5:00 a.m. shall receive, in addition to base salary, a shift differential of \$.45 per hour. Only hours worked falling within this timeframe shall be considered eligible for the shift differential. Eligible employees in the Department of Public Works whose workday begins after 1:00 a.m. and before 4:00 a.m. shall be eligible to receive the shift differential for all hours worked.

Shift differential shall be paid for all hours for which an employee would have received a shift assignment but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Employees working on a Holiday shall not be eligible for shift differential for the hours worked on a Holiday. Employees working on an “emergency call out” or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for shift differential for the hours worked under the automatic, pensionable overtime provision.

- G. Weekend Differential:** Employees holding positions classified as non-exempt under the FLSA shall receive fifty cents (\$.50) per hour for all Saturday work and sixty cents (\$.60) per hour for all Sunday work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Weekend differential shall be paid for all hours for which an eligible employee would have received the differential but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. Employees working on a Holiday shall not be eligible for weekend differential for the hours worked on a Holiday. Employees working on an “emergency call out” or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for weekend differential for the hours worked under the automatic, pensionable overtime provision.

Part 8. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 9. The provisions of Parts 1, 2, 4, 5 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 26, 2025 (December 7, 2025).

Part 10. The provisions of Part 7 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2026 (December 21, 2025).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 11. This ordinance will take effect and be in force from and after its passage and publication.

..Drafter
City Clerk's Office
Chris Lee
11/14/2025