

CC # 211756 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (19)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER (8) (24)
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (18)
BUILDING CODES ENFORCEMENT MANAGER (2) (18)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (18)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (18)
ELECTRICAL SERVICES MANAGER (1) (4) (8) (17) (20) (24)
EMERGENCY COMMUNICATIONS SUPERVISOR (3) (8) (19) (24)
EMERGENCY COMMUNICATIONS SUPERVISOR – TRAINING (3) (8) (19) (24)
EMERGENCY COMMUNICATIONS SUPERVISOR – QUALITY ASSURANCE (3) (8) (19) (24)
FIRE DISPATCH MANAGER (5) (8) (21) (24)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (18)
GREENHOUSE AND NURSERY MANAGER (8) (15) (24) (31)
HEALTH DATA AND EVALUATION DIRECTOR (8) (16) (24) (32)
HEALTH STRATEGY DIRECTOR (8) (16) (24) (32)
HOUSING PROGRAMS MANAGER (6) (22)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (25)
IT SUPPORT SERVICES SUPERVISOR (8) (24)
LIBRARY FACILITIES MAINTENANCE SUPERVISOR (4) (8) (20) (24)
LIBRARY SERVICES MANAGER (8) (11) (24) (27)
LONG RANGE PLANNING MANAGER (2) (13) (14) (18) (29) (30)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (18)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (18)
RETIREMENT PLAN MANAGER (2) (18)
SAFETY MANAGER (7) (23)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8) (12) (24) (28)
WATER ACCOUNTING MANAGER (2) (18)
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (26)

Wage Rate:

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

- (1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.
- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (3) Recruitment is at:

Biweekly	3,381.26
Annual	87,912.76

- (4) Recruitment is at:

Biweekly	3,449.69
Annual	89,691.94

- (5) Recruitment is at:

Biweekly	3,353.58
Annual	87,193.08

- (6) Recruitment is at:

Biweekly	2,916.06
Annual	75,817.56

- (7) Recruitment is at:

Biweekly	2,778.60
Annual	72,243.60

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

- (9) Recruitment is at:

Biweekly	2,935.37
Annual	76,319.62

- (10) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

- (11) Recruitment is at:

Biweekly	2,940.66
Annual	76,457.16

- (12) Recruitment is at:

Biweekly	3,016.33
Annual	78,424.58

- (13) Recruitment is at:

Biweekly	3,077.85
Annual	80,024.10

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

- (15) Recruitment is at:

Biweekly	3,111.31
Annual	80,894.06

- (16) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90

Resident Wage Incentive:

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

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

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

(19) Recruitment is at:

Biweekly	3,482.70
Annual	90,550.20

(20) Recruitment is at:

Biweekly	3,553.18
Annual	92,382.68

(21) Recruitment is at:

Biweekly	3,454.19
Annual	89,808.94

(22) Recruitment is at:

Biweekly	3,003.54
Annual	78,092.04

(23) Recruitment is at:

Biweekly	2,861.96
Annual	74,410.96

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

(25) Recruitment is at:

Biweekly	3,023.42
Annual	78,608.92

(26) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(27) Recruitment is at:

Biweekly	3,028.88
Annual	78,750.88

(28) Recruitment is at:

Biweekly	3,106.83
Annual	80,777.58

(29) Recruitment is at:

Biweekly	3,170.19
Annual	82,424.94

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

(31) Recruitment is at:

Biweekly	3,204.65
Annual	83,320.88

(32) Recruitment is at:

Biweekly	3,123.63
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Annual	81,214.38
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Pay Range 1IX

Official Rate Biweekly

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

REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (1) (4) (10) (13)
REVENUE AND FINANCIAL SERVICES MANAGER
SEWER SERVICES MANAGER (1) (2) (10) (11)
SPECIAL ENFORCEMENT MANAGER (1) (10)
STREETCAR SYSTEM MANAGER (1) (2) (10) (11)
STRUCTURAL DESIGN MANAGER (1) (2) (10) (11)
SYSTEMS INTEGRATION MANAGER (1) (10)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (1) (2) (10) (11)
TRANSPORTATION ENGINEERING PLANNER (1) (2) (10) (11)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (1) (10)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (1) (10)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (2) (3) (7) (11) (12) (16)
WORKER’S COMPENSATION AND SAFETY MANAGER

Wage Rate:

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

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

(2) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

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

(4) Recruitment is at:

Biweekly	3,400.81
Annual	88,421.06

(5) Recruitment is at:

Biweekly	3,544.07
Annual	92,145.82

(6) Recruitment is at:

Biweekly	3,588.33
Annual	93,296.58

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

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

(9) Recruitment is at:

Biweekly	3,273.57
Annual	85,112.82

Resident Wage Incentive:

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

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

(11) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

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

(13) Recruitment is at:

Biweekly	3,502.83
Annual	91,073.58

(14) Recruitment is at:

Biweekly	3,650.40
Annual	94,910.40

(15) Recruitment is at:

Biweekly	3,695.98
Annual	96,095.48

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

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

(18) Recruitment is at:

Biweekly	3,371.77
Annual	87,666.02

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (7)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (7) (8)
ASSOCIATE LIBRARY DIRECTOR (2) (6) (8) (12)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V (2) (4) (8) (10)
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (8)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (8)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (6) (8) (12)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (4) (5) (9) (10) (11)
ERS – DISABILITY DEPUTY DIRECTOR (2) (8)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER (2) (4) (8) (10)
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (2) (8)

SANITATION SERVICES MANAGER
STREET SERVICES MANAGER (2) (4) (8) (10)

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	3,758.31
Annual	97,716.06

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

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

- (4) Recruitment is at:

Biweekly	3,546.42
Annual	92,206.92

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

- (6) Recruitment is at:

Biweekly	3,558.19
Annual	92,512.94

Resident Wage Incentive:

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

- (7) Recruitment is at:

Biweekly	3,871.06
Annual	100,647.56

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

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

- (10) Recruitment is at:

Biweekly	3,652.81
Annual	94,973.06

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

- (12) Recruitment is at:

Biweekly	3,664.93
Annual	95,288.18

Pay Range 1MX

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
CHIEF OF STAFF
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (2) (5)
EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (3) (4) (6)
ERS OPERATIONS DIRECTOR (2) (5)
INFRASTRUCTURE ADMINISTRATION MANAGER (2) (5)
POLICE INFORMATION SYSTEMS DIRECTOR (2) (5)
POLICE RECORDS DIRECTOR (2) (5)
WATER WORKS ADMINISTRATION MANAGER (2) (5)

Wage Rate:

Hourly	47.77	66.89
Biweekly	3,821.88	5,350.89
Annual	99,368.88	139,123.14

- (1) Appointment may be at any rate in the pay range upon approval of the Annuity and Pension Board.
- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Position to be paid rates consistent with Pay Range 10X while occupied by Bernard Allen:

Biweekly	4,342.41	6,079.23
Annual	112,902.66	158,059.98

Resident Wage Incentive:

Hourly	49.21	68.89
Biweekly	3,936.54	5,511.42
Annual	102,350.04	143,296.92

- (4) Appointment may be at any rate in the pay range upon approval of the Annuity and Pension Board.
- (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) Position to be paid rates consistent with Pay Range 10X while occupied by Bernard Allen:

Biweekly	4,472.68	6,261.61
Annual	116,289.68	162,801.86

SECTION 2: PROFESSIONALS

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (3) (9) (11)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (4) (12)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
DISABILITY SPECIALIST
DOCUMENT SERVICES SUPERVISOR

EXECUTIVE ADMINISTRATIVE ASSISTANT II
GRAPHIC DESIGNER – LEAD (4) (12)
LEGISLATIVE ASSISTANT (2) (10)
LIBRARIAN ASSOCIATE (7) (8) (15) (16)
LIBRARY COPY CATALOGING SPECIALIST (7) (8) (15) (16)
LIBRARY NOW PROGRAM SPECIALIST (4) (12)
LIBRARY REFERENCE ASSISTANT (7) (8) (15) (16)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (6) (8) (14) (16)
MEDIA SPECIALIST (5) (13)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (6) (8) (14) (16)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (4) (12)
RECAST PROGRAM COORDINATOR (4) (12)
RENT ASSISTANCE INSPECTOR (5) (13)
RENT ASSISTANCE SPECIALIST II (5) (13)

Wage Rate:

Hourly	19.56	27.38
Biweekly	1,564.55	2,190.05
Annual	40,678.30	56,941.30

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,618.08	2,264.98
Annual	42,070.08	58,889.48

- (2) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

- (3) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

- (4) Recruitment is at:

Biweekly	1,783.94
Annual	46,382.44

- (5) Recruitment is at:

Biweekly	1,765.89
Annual	45,913.14

- (6) Recruitment is at:

Biweekly	1,689.64
Annual	43,930.64

- (7) Recruitment is at:

Biweekly	1,902.69
Annual	49,469.94

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

Resident Wage Incentive:

Hourly	20.14	28.20
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Biweekly	1,611.49	2,255.75
Annual	41,898.74	58,649.50

(9) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,666.62	2,332.93
Annual	43,332.12	60,656.18

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

(12) Recruitment is at:

Biweekly	1,837.46
Annual	47,773.96

(13) Recruitment is at:

Biweekly	1,818.87
Annual	47,290.62

(14) Recruitment is at:

Biweekly	1,740.33
Annual	45,248.58

(15) Recruitment is at:

Biweekly	1,959.77
Annual	50,954.02

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

Pay Range 2DN

Official Rate Biweekly

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

PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (26) (30)
PROPERTY APPRAISER 2 (10) (13) (27) (30)
PROPERTY APPRAISER 3 (11) (13) (28) (30)
PROPERTY APPRAISER 4 (12) (13) (29) (30)
PROPERTY MANAGER (8) (25)
PUBLIC HEALTH NURSE 1 (3) (4) (15) (20) (21) (32)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15) (18) (32)
PURCHASING AGENT (15) (32)
REAL ESTATE COORDINATOR II (8) (25)
RENT ASSISTANCE SPECIALIST III (2) (8) (19) (25)
SAFETY SPECIALIST (14) (31)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	2,081.27
Annual	54,113.02

- (2) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,227.19
Annual	57,906.94

shall advance to:

Biweekly	2,249.46
Annual	58,485.96

- (3) Recruitment is at:

Biweekly	2,080.96
Annual	54,104.96

- (4) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (5) Recruitment is at:

Biweekly	1,866.74
Annual	48,535.24

- (6) Recruitment is at:

Biweekly	1,847.57
Annual	48,036.82

- (7) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

- (8) Recruitment is at:

Biweekly	1,818.24
Annual	47,274.24

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

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

- (10) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,066.62	2,193.11
Annual	53,732.12	57,020.86

- (11) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,196.32	2,330.75
Annual	57,104.32	60,599.50

- (12) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,334.15	2,477.02
Annual	60,687.90	64,402.52

- (13) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

- (14) Recruitment is at:

Biweekly	1,777.38
Annual	46,211.88

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

- (16) Recruitment is at:

Biweekly	1,959.66
Annual	50,951.16

- (17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10

Resident Wage Incentive:

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

- (18) Recruitment is at:

Biweekly	2,143.71
Annual	55,736.46

- (19) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at:

Biweekly	2,294.01
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Annual	59,644.26
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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

(23) Recruitment is at:

Biweekly	1,903.00
Annual	49,478.00

(24) Recruitment is at:

Biweekly	1,930.65
Annual	50,196.90

(25) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

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

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

(27) To be paid in the following range. Property Appraiser 2 is a promotional opportunity for Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,128.62	2,258.90
Annual	55,344.12	58,731.40

(28) To be paid in the following range. Property Appraiser 3 is a promotional opportunity for Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,262.21	2,400.67
Annual	58,817.46	62,417.42

(29) To be paid in the following range. Property Appraiser 4 is a promotional opportunity for all Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

Biweekly	2,404.17	2,551.33
Annual	62,508.42	66,334.58

(30) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% when performing those duties.

(31) Recruitment is at:

Biweekly	1,830.70
Annual	47,598.20

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

(33) Recruitment is at:

Biweekly	2,018.45
Annual	52,479.70

(34) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

Pay Range 2FN

Official Rate Biweekly

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

Wage Rate:

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

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

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

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

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

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

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

(4) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

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

(6) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

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

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

(7) Recruitment is at:

Biweekly	2,400.45
Annual	62,411.70

(8) Recruitment is at:

Biweekly	2,332.27
Annual	60,639.02

(9) Recruitment is at:

Biweekly	2,294.59
Annual	59,659.34

(10) Recruitment is at:

Biweekly	2,471.54
Annual	64,260.04

(11) Recruitment is at:

Biweekly	2,071.57
Annual	53,860.82

Resident Wage Incentive:

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

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

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

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

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

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

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

(15) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

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

(17) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

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

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

(18) Recruitment is at:

Biweekly	2,472.46
Annual	64,283.96

(19) Recruitment is at:

Biweekly	2,402.24
Annual	62,458.24

(20) Recruitment is at:

Biweekly	2,363.43
Annual	61,449.18

(21) Recruitment is at:

Biweekly	2,545.69
Annual	66,187.94

(22) Recruitment is at:

Biweekly	2,133.72
Annual	55,476.72

Pay Range 2FX

Official Rate Biweekly

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

WORKFORCE GRANT SPECIALIST (4) (9)
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

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

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Recruitment is at:

Biweekly	2,019.16
Annual	52,498.16

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Appointment may be at any rate in the pay range with the approval of DER.
- (5) Recruitment is at:

Biweekly	2,367.58
Annual	61,557.08

Resident Wage Incentive:

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

- (6) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (7) Recruitment is at:

Biweekly	2,079.73
Annual	54,072.98

- (8) Additional 5% when assigned lead or supervisory assignments.
- (9) Appointment may be at any rate in the pay range with the approval of DER.
- (10) Recruitment is at:

Biweekly	2,438.61
Annual	63,403.86

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (12) (15) (21) (29) (32)
CIVIL ENGINEER II (4) (5) (15) (21) (22) (32)
CRIME ANALYST (1) (11) (18) (28)
DISEASE INTERVENTION SPECIALIST COORDINATOR (14) (15) (31) (32)
DOULA PROGRAM COORDINATOR (15) (16) (32) (33)

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

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	2,128.31
Annual	55,336.06

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

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

- (3) Recruitment is at:

Biweekly	2,227.01
Annual	57,902.26

- (4) Recruitment is at:

Biweekly	2,543.69
Annual	66,135.94

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

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

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

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

- (8) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (9) Recruitment is at:

Biweekly	2,156.91
Annual	56,079.66

- (10) Recruitment is at:

Biweekly	2,246.74
Annual	58,415.24

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

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

(13) Recruitment is at:

Biweekly	2,568.48
Annual	66,780.48

(14) Recruitment is at:

Biweekly	2,455.22
Annual	63,835.72

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

(16) Recruitment is at:

Biweekly	2,175.15
Annual	56,553.90

(17) Recruitment is at:

Biweekly	2,290.02
Annual	59,540.52

Resident Wage Incentive:

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

(18) Recruitment is at:

Biweekly	2,192.16
Annual	56,996.16

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

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

(20) Recruitment is at:

Biweekly	2,293.82
Annual	59,639.32

(21) Recruitment is at:

Biweekly	2,619.99
Annual	68,119.74

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

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

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

(24) An employee designated as a lead worker by the DNS Commissioner will receive an

additional 5% when assigned those functions.

- (25) An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

- (26) Recruitment is at:

Biweekly	2,221.62
Annual	57,762.12

- (27) Recruitment is at:

Biweekly	2,314.14
Annual	60,167.64

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions.

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

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

- (30) Recruitment is at:

Biweekly	2,645.53
Annual	68,783.78

- (31) Recruitment is at:

Biweekly	2,528.88
Annual	65,750.88

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

- (33) Recruitment is at:

Biweekly	2,240.40
Annual	58,250.40

- (34) Recruitment is at:

Biweekly	2,358.72
Annual	61,326.72

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (7)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER (1) (5) (7) (11)
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR (1) (6) (7) (12)
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER

FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FUNCTIONAL APPLICATIONS ANALYST (1) (7)
HUMAN RESOURCES REPRESENTATIVE (1) (7)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER (4) (10)
IT AUDITOR (1) (7)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (2) (8)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
OPERATIONS PERSONNEL OFFICER (1) (7)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (7)
RECAST PROGRAM MANAGER (2) (8)
SENIOR AUDITOR (1) (7)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (7) (9)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (7)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (2) (8)

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

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.95	3,103.55

Annual	57,640.70	80,692.30
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- (7) Appointment may be at any rate in the pay range with the approval of DER.
- (8) 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
- (9) Recruitment is at:

Biweekly	2,479.26
Annual	64,460.76

- (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) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

- (12) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (11)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (10) (13)
BUSINESS SYSTEMS COORDINATOR
COMPTROLLER NETWORK ADMINISTRATOR
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (10) (13)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (5) (14)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FINANCIAL ANALYST (4) (13)
FISCAL PLANNING SPECIALIST
GIS DEVELOPER – SENIOR
INSPECTOR GENERAL (5) (14)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (13)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (12)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (13) (18)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (14)
SENIOR PLANNER (4) (6) (7) (8) (13) (15) (16) (17)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (13) (15) (16)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (13)
SYSTEMS SECURITY ADMINISTRATOR

TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (13)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

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

- (3) Recruitment is at:

Biweekly	2,503.31
Annual	65,086.06

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

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

- (6) Recruitment is at:

Biweekly	2,798.05
Annual	72,749.30

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

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

- (9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94

Resident Wage Incentive:

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

- (10) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

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

- (12) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

- (14) 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.

- (15) Recruitment is at:

Biweekly	2,881.99
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Annual	74,931.74
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- (16) An employee possessing an AICP certification to be paid an additional 3%.
- (17) An employee who is an APT Recognized Professional shall be paid an additional 3%.
- (18) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98

Pay Range 2JX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST II (4) (5) (12) (13)
BUSINESS SYSTEMS ADMINISTRATOR (2) (10)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
COMMUNITY RELATIONS AND ENGAGEMENT MANAGER (4) (12)
DATABASE ANALYST (2) (10)
DER MARKETING AND COMMUNICATIONS OFFICER (4) (5) (12) (13)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (10)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (11)
EPIDEMIOLOGIST (4) (8) (12) (16)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (12)
GRANT COMPLIANCE MANAGER
HEALTH MARKETING AND COMMUNICATIONS OFFICER (4) (5) (12) (13)
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (10)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (4) (6) (7) (12) (14) (15)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (12)
RESOURCE RECOVERY PROGRAM MANAGER (1) (9)
RISK MANAGEMENT AND SAFETY OFFICER (2) (10)
SENIOR FINANCIAL ANALYST (4) (12)
STAFF ASSISTANT MANAGER
URBAN DESIGN COORDINATOR (4) (6) (7) (12) (14) (15)
SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (5) (9) (13)
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

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

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Appointment may be at any rate in the pay range with the approval of DER and the Chair of

the Committee on Finance and Personnel.

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

Biweekly	3,446.93
Annual	89,620.18

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

- (5) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

- (6) Recruitment is at:

Biweekly	2,935.20
Annual	76,315.20

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

- (8) Recruitment is at:

Biweekly	2,572.77
Annual	66,892.02

Resident Wage Incentive:

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

- (9) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

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

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

Biweekly	3,550.34
Annual	92,308.84

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

- (13) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

- (14) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

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

- (16) Recruitment is at:

Biweekly	2,649.95
Annual	68,898.70

Pay Range 2LX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST IV (1) (4) (5) (8)

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

Wage Rate:

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

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

Biweekly	2,998.33
Annual	77,956.58

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

Biweekly	3,056.43
Annual	79,467.18

Resident Wage Incentive:

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

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

Biweekly	3,088.28
Annual	80,295.28

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

Biweekly	3,148.12
Annual	81,851.12

Pay Range 2MX

Official Rate Biweekly

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

Wage Rate:

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

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

Biweekly	3,257.18
Annual	84,686.68

Resident Wage Incentive:

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

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

Biweekly	3,354.90
Annual	87,227.40

SECTION 4: PROTECTIVE SERVICES

4GN-Pay Range 831D

Official Rate Biweekly

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

Effective Pay Period 1, 2022 (December 26, 2021)

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

<u>Steps</u>	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	48.12	49.98	51.91
Biweekly	3,849.84	3,998.48	4,153.17
Annual	100,370.83	104,246.08	108,279.07

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

Associate's Degree or 64 credits			
Hourly	48.41	50.27	52.20
Biweekly	3,872.95	4,021.61	4,176.25
Annual	100,973.34	104,849.12	108,880.80

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

Hourly	48.77	50.63	52.56
Biweekly	3,901.85	4,050.49	4,205.18
Annual	101,726.80	105,602.06	109,635.05

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

Hourly	48.92	50.78	52.71
Biweekly	3,913.43	4,062.04	4,216.73
Annual	102,028.71	105,903.18	109,936.17

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:

<u>Steps</u>	<u>4</u>	<u>5</u>	<u>6</u>
Hourly	45.70	47.47	49.30
Biweekly	3,656.28	3,797.43	3,944.37
Annual	95,324.44	99,004.42	102,835.36

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

Hourly	45.98	47.74	49.58
Biweekly	3,678.24	3,819.42	3,966.29
Annual	95,896.97	99,577.73	103,406.84

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

Hourly	46.32	48.09	49.92
Biweekly	3,705.69	3,846.84	3,993.75
Annual	96,612.63	100,292.61	104,122.77

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

Hourly	46.46	48.22	50.06
Biweekly	3,716.67	3,857.82	4,004.74
Annual	96,898.89	100,578.88	104,409.29

- (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.

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 (1) (7)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
HUMAN RESOURCES ASSISTANT (1) (7)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (7)
LIBRARY COMMUNICATIONS ASSISTANT (1) (7)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (7)
PROGRAM ASSISTANT III (1) (7)
REVENUE COLLECTION SPECIALIST (1) (7)
WATER PLANT MAINTENANCE ASSISTANT (2) (5) (8) (11)

Wage Rate:

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

- (1) Recruitment is at:

Biweekly	1,874.42
Annual	48,734.92

- (2) Appointment may be at any rate in the pay range with the approval of DER.
(3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. 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 duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

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

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

Biweekly	2,638.96
Annual	68,612.96

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

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

- (6) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10

Resident Wage Incentive:

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

- (7) Recruitment is at:

Biweekly	1,930.66
Annual	50,197.16

- (8) Appointment may be at any rate in the pay range with the approval of DER.
- (9) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. 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 duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

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

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

Biweekly	2,718.13
Annual	70,671.38

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

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

- (12) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10

SECTION 7: SKILLED CRAFT

Pay Range 7AN

Official Rate Biweekly

URBAN FORESTRY SPECIALIST TRAINEE (1) (2)

Wage Rate:

Hourly	16.38	19.17
Biweekly	1,310.36	1,533.41
Annual	34,069.36	39,868.66

- (1) Recruitment may be up to the following rate with credentials/experience and with the approval of DER:

Biweekly	1,428.24
Annual	37,134.24

Resident Wage Incentive:

Hourly	16.87	19.74
Biweekly	1,349.67	1,579.41
Annual	35,091.42	41,064.66

- (2) Recruitment may be up to the following rate with credentials/experience and with the approval of DER:

Biweekly	1,471.10
Annual	38,248.60

Pay Range 7JN

Official Rate Biweekly

ELECTRICAL SERVICES BLACKSMITH (1) (13)
ELECTRICAL SERVICES MACHINIST I (1) (13)
PAINTER LEADWORKER, HOUSE (2) (3) (4) (14) (15) (16)
PAINTER, BRIDGE AND IRON (5) (17)
PORT OPERATIONS TECHNICIAN (6) (7) (18) (19)
URBAN FORESTRY SPECIALIST (7) (8) (9) (10) (11) (12) (19) (20) (21) (22) (23) (24)

Wage Rate:

Hourly	23.34	28.38
Biweekly	1,866.93	2,270.56
Annual	48,540.18	59,034.56

- (1) Recruitment is at:

Biweekly	1,968.42
Annual	51,178.92

- (2) An employee in the Painter Lead worker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (3) Employees in job classifications in this pay range 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.
- (4) Recruitment is at:

Biweekly	2,242.54
Annual	58,306.04

- (5) Recruitment is at:

Biweekly	2,270.56
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Annual	59,034.56
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- (6) Recruitment is at the minimum of the following range:

Biweekly	1,517.63	2,288.88
Annual	39,458.38	59,510.88

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

Biweekly	1,900.77
Annual	49,420.02

- (9) Incentives for attaining and maintaining specific certifications with DER approval.
(10) Additional 5% biweekly when performing core forestry duties.
(11) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
(12) Additional 3% biweekly when assigned to operate the Grapple Saw.

Resident Wage Incentive:

Hourly	24.04	29.23
Biweekly	1,922.94	2,338.68
Annual	49,996.44	60,805.68

- (13) Recruitment is at:

Biweekly	2,027.47
Annual	52,714.22

- (14) An employee in the Painter Lead worker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
(15) Employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
(16) Recruitment is at:

Biweekly	2,309.82
Annual	60,055.32

- (17) Recruitment is at:

Biweekly	2,338.68
Annual	60,805.68

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

Biweekly	1,563.16	2,357.55
Annual	40,642.16	61,296.30

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

Biweekly	1,957.79
Annual	50,902.62

- (21) Incentives for attaining maintaining specific certifications with DER approval.
(22) Additional 5% biweekly when performing core forestry duties.
(23) Additional 2% biweekly when assigned to operate the Prentice Loader and End Loader.
Additional 3% biweekly when assigned to operate the Grapple Saw.