



Department of Employee Relations

Cavalier Johnson
Mayor

Makda Fessahaye
Director

Renee Joos
Employee Benefits
Director

Nicole M. Fleck
Labor Negotiator

To: Chris Lee
Staff Assistant
Finance and Personnel
Committee Common Council
City of Milwaukee

From: Andrea Knickerbocker
Human Resources Manager
Department of Employee Relations
City of Milwaukee

Date: March 11, 2022

Re: Common Council File No. 211800

Please make the following corrections to the 2022 Salary Ordinance:

- Under Section 3, Pay Range 3BN:
 - Delete the Wage Rate table and replace with:

Wage Rate:

Hourly	16.23	19.60
Biweekly	1,298.61	1,568.05
Annual	33,763.86	40,769.30

- Under Section 4, 4G-Pay Range 831D:

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.

3. Under Section 5, Pay Range 5IN:

- Delete contents of footnotes (3) (4) (9) and (10) and replace with the following:

- (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

- (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

4. Under Section 7, Pay Range 7AN:

- Add footnote (2) to the title 'Urban Forestry Specialist Trainee'
- Update footnote (1) and (2) to reflect the following:
 - (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

- (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

5. Under Section 7, Pay Range 7JN:

- Add footnote (19) to the title 'Urban Forestry Specialist'