



## Department of Employee Relations

**Cavalier Johnson**  
Mayor

**Vacant**  
Director

**Renee Joos**  
Employee Benefits  
Director

**Nicole M. Fleck**  
Labor Negotiator

### **SALARY ORDINANCE AMENDMENTS** **(Part I, Section 4, Milwaukee Fire Department Sworn Non-represented Management Employees)**

#### **Pay Range 4MX**

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2) (3) (4) (5) (6)

#### **Wage Rate:**

Hourly	55.25	56.36	57.48	58.63
<b>Biweekly</b>	<b>4,420.05</b>	<b>4,508.44</b>	<b>4,598.62</b>	<b>4,690.58</b>
Annual	114,921.30	117,219.44	119,564.12	121,955.08

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

#### **Resident Wage Incentive:**

Hourly	56.91	58.05	59.21	60.39
<b>Biweekly</b>	<b>4,552.65</b>	<b>4,643.69</b>	<b>4,736.58</b>	<b>4,831.30</b>
Annual	118,368.90	120,735.94	123,151.08	125,613.80

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.



- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

**Pay Range 40X**

Official Rate Biweekly

DEPUTY CHIEF, FIRE (1) (2) (3) (4) (5) (6)
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**Wage Rate:**

Hourly	59.13	60.31	61.52	62.75
<b>Biweekly</b>	<b>4,730.48</b>	<b>4,825.08</b>	<b>4,921.58</b>	<b>5,020.01</b>
Annual	122,992.48	125,452.08	127,961.08	130,520.26

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay.

**Resident Wage Incentive:**

Hourly	60.90	62.12	63.37	64.63
<b>Biweekly</b>	<b>4,872.39</b>	<b>4,969.83</b>	<b>5,069.23</b>	<b>5,170.61</b>
Annual	126,682.14	129,215.58	131,799.98	134,435.86

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary. The first \$1,500 of this amount shall be included in an employee's final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay.

**Pay Range 4RX**

Official Rate Biweekly

ASSISTANT FIRE CHIEF (1) (2) (3) (5) (6) (7)
ASSISTANT CHIEF OF POLICE (4) (8)

**Wage Rate:**

Hourly	50.92	71.29
<b>Biweekly</b>	<b>4,073.77</b>	<b>5,703.41</b>
Annual	105,918.02	148,288.66

- (1) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,121.00	5,274.62	5,431.29	5,591.58	5,703.41
Annual	133,146.00	137,140.12	141,213.54	145,381.08	148,288.66

- (2) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (3) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (4) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

**Resident Wage Incentive:**

Hourly	52.45	73.43
<b>Biweekly</b>	<b>4,195.98</b>	<b>5,874.51</b>
Annual	109,095.48	152,737.26

- (5) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:
- |          |            |            |            |            |            |
|----------|------------|------------|------------|------------|------------|
| Biweekly | 5,274.63   | 5,432.86   | 5,594.23   | 5,759.33   | 5,874.51   |
| Annual   | 137,140.38 | 141,254.36 | 145,449.98 | 149,742.58 | 152,737.26 |
- (6) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (7) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (8) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 201539.

NMF  
21-22 Sal Ord Amendments  
Labr/Lo215/2021 Negotiations/Implementation