

CC # 211884 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1DX

Official Rate Biweekly

CITY CHANNEL MANAGER (1) (7) (8) (14)
CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (3)(4)(10)(11)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (8)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (9) (13)
HEALTH PROJECT SUPERVISOR – EMPOWERING FAMILIES OF MILWAUKEE (1) (4) (8) (11)
HEALTH PROJECT SUPERVISOR - DADS (1) (4) (8) (11)
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY SECURITY MANAGER (1) (7) (8) (14)
PARKING SERVICES SUPERVISOR (2) (9)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (10)
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (9) (12)
SANITATION DISTRICT MANAGER (2) (9)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

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) 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.

(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	2,432.31
Annual	63,240.06

(5) Recruitment is at:

Biweekly	2,293.52
Annual	59,631.52

(6) Recruitment is at:

Biweekly	2,593.88
Annual	67,440.88

(7) Recruitment is at:

Biweekly	2,324.54
Annual	60,438.04

Resident Wage Incentive:

Hourly	27.71	38.79
Biweekly	2,216.96	3,103.55
Annual	57,640.96	80,692.30

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

(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) Recruitment is at:

Biweekly	2,505.28
Annual	65,137.28

(12) Recruitment is at:

Biweekly	2,362.33
Annual	61,420.58

(13) Recruitment is at:

Biweekly	2,671.70
Annual	69,464.20

(14) Recruitment is at:

Biweekly	2,394.28
Annual	62,251.28

Pay Range 1EX

Official Rate Biweekly

BENEFITS AND WELLNESS SUPERVISOR (13) (17) (30) (34)
BUSINESS OPERATIONS MANAGER

COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (13) (15) (30) (32)
DISTRICT CODE ENFORCEMENT SUPERVISOR (1) (2) (18) (19)
DOULA PROGRAM MANAGER (13) (15) (30) (32)
DPW INVENTORY AND PURCHASING MANAGER
ELECTION SERVICES BUSINESS SYSTEMS COORDINATOR (13) (16) (30) (33)
ENVIRONMENTAL HEALTH SERVICES MANAGER (8) (25)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (3) (12) (20) (29)
FIRE DISPATCH ASSISTANT MANAGER (5) (13) (22) (30)
FIRE EQUIPMENT REPAIRS MANAGER (12) (29)
FIRE FLEET AND EQUIPMENT MANAGER (12) (29)
FLEET ACQUISITION MANAGER (3) (20)
FLEET OPERATIONS AND TRAINING MANAGER (3) (13) (20) (30)
HEALTHCARE ACCESS PROGRAM MANAGER (13) (15) (30) (32)
HOUSING REHABILITATION MANAGER (11) (28)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY CIRCULATION MANAGER (13) (14) (30) (31)
LIBRARY SERVICES ASSISTANT MANAGER (6) (13) (23) (30)
MEN'S HEALTH MANAGER (8) (25)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (2) (19)
PAY SERVICES SUPERVISOR (13) (17) (30) (34)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (9) (26)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (30)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13) (30)
PUBLIC HEALTH NURSE SUPERVISOR (7) (13) (24) (30)
STRONG BABY PROGRAM MANAGER (13) (15) (30) (32)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (4) (21)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (10) (27)
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (8) (25)
WIC PROGRAM MANAGER (13) (15) (30) (32)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (13) (17) (30) (34)

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	2,503.31
Annual	65,086.06

(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) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(4) Recruitment is at:

Biweekly	2,784.09
Annual	72,386.34

(5) Recruitment is at:

Biweekly	2,996.27
Annual	77,903.02

(6) Recruitment is at:

Biweekly	2,748.27
Annual	71,455.02

(7) Recruitment is at:

Biweekly	2,668.51
Annual	69,381.26

(8) Recruitment is at:

Biweekly	2,503.20
Annual	65,083.20

(9) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

(10) Recruitment is at:

Biweekly	2,427.46
Annual	63,113.96

(11) Recruitment is at:

Biweekly	2,699.18
Annual	70,178.68

(12) Recruitment is at:

Biweekly	2,664.43
Annual	69,275.18

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

(14) Recruitment is at:

Biweekly	2,476.99
Annual	64,401.74

(15) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92

(16) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

(17) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

Hourly	29.53	41.34
Biweekly	2,362.33	3,307.15
Annual	61,420.58	85,985.90

(18) Recruitment is at:

Biweekly	2,578.42
Annual	67,038.92

(19) 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.

(20) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(21) Recruitment is at:

Biweekly	2,867.62
Annual	74,558.12

(22) Recruitment is at:

Biweekly	3,086.16
Annual	80,240.16

(23) Recruitment is at:

Biweekly	2,830.71
Annual	73,598.46

(24) Recruitment is at:

Biweekly	2,748.57
Annual	71,462.82

(25) Recruitment is at:

Biweekly	2,578.29
Annual	67,035.54

(26) Recruitment is at:

Biweekly	2,826.71
Annual	73,494.46

(27) Recruitment is at:

Biweekly	2,500.29
Annual	65,007.54

(28) Recruitment is at:

Biweekly	2,780.15
Annual	72,283.90

(29) Recruitment is at:

Biweekly	2,744.37
Annual	71,353.62

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

(31) Recruitment is at:

Biweekly	2,551.30
Annual	66,333.80

(32) Recruitment is at:

Biweekly	2,817.99
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(33) Recruitment is at:	Annual	73,267.74
	Biweekly	2,598.54
(34) Recruitment is at:	Annual	67,562.04
	Biweekly	3,057.60
	Annual	79,497.60

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (13) (15)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (1) (2) (12) (13)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (10) (20) (21)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (15) (18)
FORESTRY SHOP AND MAINTENANCE MANAGER (4) (10) (11) (15) (21) (22)
HOME ENVIRONMENTAL HEALTH MANAGER (2) (13)
HUMAN RESOURCES OFFICER (2) (13)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARY BUSINESS MANAGER (1) (10) (12) (21)
LICENSE DIVISION ASSISTANT MANAGER
OPERATIONS SERVICES MANAGER (4) (15)
PROPERTY CONTROL MANAGER (3) (14)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (4) (10) (11) (15) (21) (22)
PUBLIC INFORMATION MANAGER (1) (2) (12) (13)
SEWER SERVICES DISTRICT MANAGER
SPECIAL ENFORCEMENT SUPERVISOR (2) (13)
STREET REPAIR DISTRICT MANAGER (4) (15)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
URBAN FORESTRY MANAGER (4) (10) (11) (15) (21) (22)
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (16)
WATER PLANT OPERATIONS SUPERVISOR (6) (17)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (19)
WATER QUALITY OPERATIONS MANAGER (10) (21)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,690.10
Annual	69,942.60

(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	3,113.03
Annual	80,938.78

(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	2,601.94
Annual	67,650.44

(6) Recruitment is at:

Biweekly	2,827.08
Annual	73,504.08

(7) Recruitment is at:

Biweekly	2,749.51
Annual	71,487.26

(8) Recruitment is at:

Biweekly	2,743.11
Annual	71,320.86

(9) Recruitment is at:

Biweekly	2,872.72
Annual	74,690.72

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

(11) Recruitment is at:

Biweekly	2,935.23
Annual	76,315.98

Resident Wage Incentive:

Hourly	31.49	44.08
Biweekly	2,518.95	3,526.40
Annual	65,492.70	91,686.40

(12) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

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

(14) Recruitment is at:

Biweekly	3,206.42
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Annual	83,366.92
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(15) 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.

(16) Recruitment is at:

Biweekly	2,680.00
Annual	69,680.00

(17) Recruitment is at:

Biweekly	2,911.90
Annual	75,709.40

(18) Recruitment is at:

Biweekly	2,832.00
Annual	73,632.00

(19) Recruitment is at:

Biweekly	2,825.40
Annual	73,460.40

(20) Recruitment is at:

Biweekly	2,958.90
Annual	76,931.40

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

(22) Recruitment is at:

Biweekly	3,023.29
Annual	78,605.46

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)
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
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 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
BLOCK GRANT DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (1) (3) (4) (6)
CHIEF ASSESSOR
CITY PURCHASING DIRECTOR
DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR (2) (3) (5) (6)
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (1) (3) (4) (6)
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

Wage Rate:

Hourly	44.82	62.75
Biweekly	3,585.84	5,020.04
Annual	93,231.84	130,521.04

(1) Recruitment is at:

Biweekly	3,944.38
Annual	102,553.88

(2) Recruitment is at:

Biweekly	3,914.02
Annual	101,764.52

(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.

Resident Wage Incentive:

Hourly	46.17	64.63
Biweekly	3,693.42	5,170.65
Annual	96,028.92	134,436.90

(4) Recruitment is at:

Biweekly	4,062.71
Annual	105,630.46

(5) Recruitment is at:

Biweekly	4,031.44
Annual	104,817.44

(6) 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.

Pay Range 1MX

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
CHIEF OF STAFF
CITY CLERK (2) (4) (6) (8)
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (2) (6)
EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (3) (5) (7)
ERS OPERATIONS DIRECTOR (2) (6)
INFRASTRUCTURE ADMINISTRATION MANAGER (2) (6)
POLICE INFORMATION SYSTEMS DIRECTOR (2) (6)
POLICE RECORDS DIRECTOR (2) (6)
WATER WORKS ADMINISTRATION MANAGER (2) (6)

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

- (4) Recruitment is at:

Biweekly	4,280.58
Annual	111,295.08

Resident Wage Incentive:

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

- (5) Appointment may be at any rate in the pay range upon approval of the Annuity and Pension Board.
- (6) 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.
- (7) 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

- (8) Recruitment is at:

Biweekly	4,409.00
Annual	114,634.00

SECTION 2: PROFESSIONALS

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (24)
ADMINISTRATIVE SUPPORT SPECIALIST (15) (33)
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (26)
CITY PAYROLL SPECIALIST (6) (15) (24) (33)
DISEASE INTERVENTION SPECIALIST 1 (1) (15) (19) (33)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE SUPPORT SPECIALIST (15) (17) (33) (35)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (15) (23) (33)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (1) (15) (19) (33)
GEOGRAPHIC INFORMATION SPECIALIST (7) (25)
HEALTH AND SAFETY SPECIALIST
HRIS COMPENSATION AUDIT SPECIALIST (15) (18) (33) (36)
HUMAN RESOURCES ANALYST (15) (18) (33) (36)
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD RISK ASSESSOR III (7) (25)
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (15) (16) (33) (34)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER 1 (9) (13) (27) (31)
PROPERTY APPRAISER 2 (10) (13) (28) (31)
PROPERTY APPRAISER 3 (11) (13) (29) (31)
PROPERTY APPRAISER 4 (12) (13) (30) (31)
PROPERTY MANAGER (8) (26)
PUBLIC HEALTH NURSE 1 (3) (4) (15) (21) (22) (33)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15) (19) (33)
PURCHASING AGENT (15) (33)
REAL ESTATE COORDINATOR II (8) (26)
RENT ASSISTANCE SPECIALIST III (2) (8) (20) (26)
SAFETY SPECIALIST (14) (32)
TEST ADMINISTRATION COORDINATOR (15) (18) (33) (36)

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	1,998.85
Annual	51,970.10

(17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10

(18) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

Resident Wage Incentive:

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

(19) Recruitment is at:

Biweekly	2,143.71
Annual	55,736.46

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

Biweekly	2,294.01
Annual	59,644.26

shall advance to:

Biweekly	2,316.94
Annual	60,240.44

(21) Recruitment is at:

Biweekly	2,143.39
Annual	55,728.14

(22) 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.

(23) Recruitment is at:

Biweekly	1,922.74
Annual	49,991.24

(24) Recruitment is at:

Biweekly	1,903.00
Annual	49,478.00

(25) Recruitment is at:

Biweekly	1,930.65
Annual	50,196.90

(26) Recruitment is at:

Biweekly	1,872.79
Annual	48,692.54

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

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

(28) 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

(29) 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

(30) 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

(31) 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.

(32) Recruitment is at:

Biweekly	1,830.70
Annual	47,598.20

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

(34) Recruitment is at:

Biweekly	2,058.82
Annual	53,529.32

(35) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84

(36) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (3) (4) (5) (8) (9) (10)
ASSOCIATE TRANSPORTATION PLANNER (2) (3) (5) (7) (8) (10)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR

EQUAL RIGHTS SPECIALIST
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (6) (7) (12)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (8)
TELECOMMUNICATIONS ANALYST – ASSISTANT
VOTER OUTREACH AND EDUCATION COORDINATOR (3) (4) (8) (9)

Wage Rate:

Hourly	23.87	31.10
Biweekly	1,909.36	2,488.27
Annual	49,643.36	64,695.02

(1) Incumbents are limited to the minimum recruitment rate.

(2) Recruitment is at:

Biweekly	2,014.81
Annual	52,385.06

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

(4) Recruitment is at:

Biweekly	2,216.31
Annual	57,624.06

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

(6) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88

Resident Wage Incentive:

Hourly	24.58	32.04
Biweekly	1,966.64	2,562.92
Annual	51,132.64	66,635.92

(7) Incumbents are limited to the minimum recruitment rate.

(8) Recruitment is at:

Biweekly	2,075.25
Annual	53,956.50

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

(10) Recruitment is at:

Biweekly	2,282.80
Annual	59,352.80

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

(12) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70

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 (4) (5) (9) (10)
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 (4) (5) (9) (10)
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) (5) (9) (10)
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	2,451.12
Annual	63,729.12

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	2,524.65
Annual	65,640.90

Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
ASSOCIATE IT AUDITOR (7) (17)
AUDITOR (7) (17)
BENEFITS SYSTEMS ANALYST (7) (10) (17) (20)
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS INCLUSION PROGRAM COORDINATOR (7) (17)
BUSINESS OPERATIONS SPECIALIST (7) (17)
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (7) (17)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (6) (7) (8) (9) (16) (17) (18) (19)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
HRIS ANALYST (7) (10) (17) (20)
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (4) (14)
LEGISLATIVE FISCAL ANALYST – SENIOR
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)

PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (7) (17)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (5) (7) (8) (9) (15) (17) (18) (19)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
TEST ADMINISTRATION SPECIALIST (7) (10) (17) (20)
WORKFORCE DEVELOPMENT COORDINATOR

Wage Rate:

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

- (1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,293.52	3,210.82
Annual	59,631.52	83,481.32

- (2) Recruitment is at:

Biweekly	2,360.62
Annual	61,376.12

- (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	2,227.02
Annual	57,902.52

- (5) Benjamin Timm is authorized at the following rate:

Biweekly	2,848.07
Annual	74,049.82

- (6) Tory Kress is authorized at the following rate:

Biweekly	2,856.82
Annual	74,277.32

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

- (8) Recruitment is at:

Biweekly	2,612.58
Annual	67,927.08

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

- (10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12

Resident Wage Incentive:

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

(11) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,362.33	3,307.14
Annual	61,420.58	85,985.64

(12) Recruitment is at:

Biweekly	2,431.44
Annual	63,217.44

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

(14) Recruitment is at:

Biweekly	2,293.83
Annual	59,639.58

(15) Benjamin Timm is authorized at the following rate:

Biweekly	2,933.51
Annual	76,271.26

(16) Tory Kress is authorized at the following rate:

Biweekly	2,942.52
Annual	76,505.52

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

(18) Recruitment is at:

Biweekly	2,690.96
Annual	69,964.96

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

(20) Recruitment is at:

Biweekly	2,691.00
Annual	69,966.00

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (8)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUSINESS FINANCE OFFICER (1) (5) (8) (12)
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR (1) (6) (8) (13)
DATA COMMUNICATIONS SPECIALIST
FAMILY INJURY AND VIOLENCE PREVENTION MANAGER

FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR
FIRE AND POLICE COMMISSION INVESTIGATOR
FUNCTIONAL APPLICATIONS ANALYST (1) (8)
HUMAN RESOURCES REPRESENTATIVE (1) (7) (8) (14)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER (4) (11)
IT AUDITOR (1) (8)
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (1) (7) (8) (14)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
OPERATIONS PERSONNEL OFFICER (1) (8)
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR (1) (8)
RECAST PROGRAM MANAGER (2) (9)
RESEARCH AND POLICY COORDINATOR (1) (6) (8) (13)
SENIOR AUDITOR (1) (8)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TECHNICAL WRITER (1) (3) (8) (10)
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (8)
WATER WORKS PERSONNEL OFFICER
WORKER’S COMPENSATION SPECIALIST (1) (7) (8) (14)

Wage Rate:

Hourly	26.90	37.66
Biweekly	2,152.38	3,013.16
Annual	55,961.88	78,342.16

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

Biweekly	2,407.05
Annual	62,583.30

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

Biweekly	2,522.85
Annual	65,594.10

- (6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12

- (7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96

Resident Wage Incentive:

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

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

Biweekly	2,479.26
Annual	64,460.76

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

- (12) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

- (13) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14

- (14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (12)
BUDGET AND FISCAL POLICY ANALYST I (1) (4) (11) (14)
BUSINESS SYSTEMS COORDINATOR
COMPTROLLER NETWORK ADMINISTRATOR
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1) (4) (11) (14)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (4) (10) (14) (20)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER
FINANCIAL ANALYST (4) (14)
FISCAL PLANNING SPECIALIST
GIS DEVELOPER – SENIOR
INSPECTOR GENERAL (5) (15)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (14)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (13)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR

PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (4) (9) (14) (19)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (5) (15)
SENIOR PLANNER (4) (6) (7) (8) (14) (16) (17) (18)
SENIOR PLANNER – URBAN DESIGN (4) (6) (7) (15) (16) (17)
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (14)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (14)
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

(10) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

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

(11) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

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

(13) Recruitment is at:

Biweekly	2,578.41
Annual	67,038.66

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

(15) 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.

(16) Recruitment is at:

Biweekly	2,881.99
Annual	74,931.74

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

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

(19) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98

(20) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

Pay Range 2JX

Official Rate Biweekly

BUDGET AND FISCAL POLICY ANALYST II (4) (5) (13) (14)
BUSINESS SYSTEMS ADMINISTRATOR (2) (11)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER (4) (5) (13) (14)
COMMUNITY RELATIONS AND ENGAGEMENT MANAGER (4) (13)
DATABASE ANALYST (2) (11)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (11)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (3) (12)
EPIDEMIOLOGIST (4) (8) (13) (17)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (4) (13)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (4) (5) (13) (14)
MAYOR'S LIAISON OFFICER
PRINCIPAL PLANNER (4) (6) (7) (13) (15) (16)
PUBLIC HEALTH COMPLIANCE OFFICER (4) (13)
RESOURCE RECOVERY PROGRAM MANAGER (1) (10)
RISK MANAGEMENT AND SAFETY OFFICER (4) (9) (13) (18)
SENIOR FINANCIAL ANALYST (4) (13)
STAFF ASSISTANT MANAGER
URBAN DESIGN COORDINATOR (4) (6) (7) (13) (15) (16)

SYSTEMS ANALYST – LEAD
TRANSPORTATION FINANCIAL ANALYST (1) (5) (10) (14)
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

- (9) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04

Resident Wage Incentive:

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

- (10) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (11) Appointment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (12) Dan Casanova is authorized at the following rate:

Biweekly	3,550.34
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Annual	92,308.84
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(13) Appointment may be at any rate in the pay range with the approval of DER.

(14) Recruitment is at:

Biweekly	2,770.80
Annual	72,040.80

(15) Recruitment is at:

Biweekly	3,023.26
Annual	78,604.76

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

(17) Recruitment is at:

Biweekly	2,649.95
Annual	68,898.70

(18) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60

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

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

911 DISPATCHER (4) (10)
911 TELECOMMUNICATOR (3) (9)
ADMINISTRATIVE ASSISTANT IV (1) (7)
BENEFITS SERVICES SPECIALIST (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS ADMINISTRATIVE ASSISTANT IV (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS FINANCIAL SERVICES ASSISTANT (2) (6) (8) (12)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
HUMAN RESOURCES ASSISTANT (2) (6) (8) (12)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1) (7)
LIBRARY COMMUNICATIONS ASSISTANT (1) (7)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1) (7)
PROGRAM ASSISTANT III (1) (7)
REVENUE COLLECTION SPECIALIST (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
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Annual	50,197.16
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- (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

PART II - ADMINISTRATION

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

- A. Promotions:** This section applies to all promotions- promotions from one position to a higher level position, promotion after reclassification, promotion after under-fill, promotion after reallocation, and

temporary promotional appointments. The salary adjustment after promotion will be in accordance with the following table.

<p>Promotions into a position within the following pay ranges:</p> <p>Technicians Pay Ranges 3AN to 3SN Paraprofessionals Pay Ranges 5AN to 5KN Administrative Support Pay Ranges 6AN to 6ON Skilled Craft Pay Ranges 7AN to 7RN Service & Maintenance Pay Ranges 8AN to 8QN Part-time and Intermittent Pay Ranges 9AN to 9RX Protective Services Pay Ranges 4A to 4L and 4N & 4P</p>	<p>Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Collective Bargaining Agreement.</p>
<p>Promotions into a position within the following pay ranges:</p> <p>Officials & Administrators Pay Ranges 1AX to 1GX Professionals Pay Ranges 2AN to 2JN Pay Ranges 2EX to 2KX</p> <p>Non Represented Protective Services Pay Range 4MX</p>	<p>Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Pay Range.</p>
<p>Promotions into a position within the following pay ranges:</p> <p>Officials & Administrators Pay Ranges 1HX to 1PX Professionals Pay Ranges 2LX to 2QX</p> <p>Non-Represented Protective Services Pay Ranges 4QX and 4SX</p> <p>Non-Represented Protective Services Pay Range 4OX and 4RX</p>	<p>Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest.</p> <p>In accordance with applicable provisions within the Pay Range.</p>

Appointment to a position in a pay range with a lower maximum rate may be considered a promotion as determined by the Department of Employee Relations.

The Department of Employee Relations shall certify and authorize the salary rates after promotions. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered. At no time shall the rate after promotion exceed the maximum of the pay range associated with the new position title.

Effective Pay Period 9 2022 (April 17, 2022), an employee given an emergency appointment to a title in Section 3, 5, 6, 7 or 8 of the Salary Ordinance shall receive a 3% increase above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest. Emergency appointments to a title in the same pay range or a pay range with a lower maximum are not promotions.

Pay Range Restructuring - When an existing pay range is restructured based on labor market considerations as determined by DER, the employee will retain his/her rate of pay unless it is below the minimum of the new pay range, or a footnoted rate, when applicable.

SECTION 9: SUPPLEMENTAL PAY PRACTICES

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. To be eligible for shift differential, the employee shall be required to work not less than 4 hours of his or her workday within this time frame, and when the employee satisfies that requirement, the employee's entire workday shall be compensated at a rate that includes 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 regular 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. Shift differential shall be paid for no more than 40 hours worked, including holidays.