



Department of Employee Relations

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To: Chris Lee
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Committee Common Council
City of Milwaukee

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

Date: May 2, 2022

Re: Common Council File No. 212027

Please make the following corrections to the 2022 Salary Ordinance:

1. Under Section 2, Pay Range 2LX:
 - Delete the title 'Emergency Communications System Administrator (1) (4) (5) 98'.
 - Add the title 'Emergency Communications Systems Administrator (1) (4) (5) (8)'.
2. Under Section 4, Pay Range 4MX:
 - Delete contents of footnotes (1) and (4) and replace with the following:
 - (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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.
 - (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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. Under Section 4, Pay Range 4OX:
 - Delete contents of footnotes (1) and (4) and replace with the following:
 - (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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.

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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.

4. Under Section 4, Pay Range 4RX:

- Delete contents of footnotes (2) and (6) and replace with the following:

- (2) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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.
- (6) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, 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. Under Section 5, Pay Range 5IN:

- Update footnotes (4) and (10) to read:

- (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% or at least the minimum in the following range, whichever is greater. 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 |

- (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% or at least the minimum in the following range, whichever is greater. 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 |

6. Under Section 7, Pay Range 7QN:
 - Delete footnotes (4) and (9) and renumber accordingly.
7. Under Section 7, Pay Range 7SN:
 - Delete footnotes (1) and (2) and replace with the following:
 - (1) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License.
 - (2) Additional \$1.50 per hour for performing lead work.
 - (3) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor License.
 - (4) Additional \$1.50 per hour for performing lead work.
 - Apply footnotes (1) (2) (3) and (4) to the title 'Municipal Services Electrician'.