

CC # 230522 – Actual Salary Ordinance Changes

Effective PP 20, 2023 (September 20, 2023)

SECTION 1: OFFICIALS AND ADMINISTRATORS:

Pay Range 1EX

Official Rate Biweekly

BRIDGE OPERATOR SUPERVISOR (7)
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DPW INVENTORY AND PURCHASING MANAGER
FLEET INVENTORY MANAGER (1) (11)
FLEET OPERATIONS SUPERVISOR (1) (9)
INVENTORY MANAGER (10)
LIBRARY CIRCULATION MANAGER (6)
LIBRARY SERVICES ASSISTANT MANAGER (4)
MECHANICAL MAINTENANCE SUPERVISOR (1) (9)
MEN’S HEALTH MANAGER (5)
PUBLIC WORKS INVENTORY AND PURCHASING MANAGER (8)
REVENUE COLLECTION MANAGER (3)
SANITATION SUPERVISOR (1) (9)
SELF-HELP YARD SUPERVISOR (1) (9)
STREET REPAIR SUPERVISOR (1) (7)
TELECOMMUNICATIONS SUPERVISOR (2)

Wage Rate:

Hourly	29.24	40.94
Biweekly	2,339.39	3,275.04
Annual	60,824.14	85,151.04

- (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 results 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	2,839.77
Annual	73,834.02

- (3) Recruitment is at:

Biweekly	2,573.31
Annual	66,906.06

- (4) Recruitment is at:

Biweekly	2,803.24
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(5) Recruitment is at:	Annual	72,884.24
	Biweekly	2,553.26
(6) Recruitment is at:	Annual	66,384.76
	Biweekly	2,526.53
(7) Recruitment is at:	Annual	65,689.78
	Biweekly	2,436.69
(8) Recruitment is at:	Annual	63,353.94
	Biweekly	2,513.19
(9) Recruitment is at:	Annual	65,342.94
	Biweekly	2,743.88
(10) Recruitment is at:	Annual	71,340.88
	Biweekly	2,744.27
(11) Recruitment is at:	Annual	71,351.02
	Biweekly	2,884.62
	Annual	75,000.12
	Biweekly	

Pay Range 1GX

Official Rate Biweekly

COMMUNITY VIOLENCE PREVENTION MANAGER (13)
CONSUMER ENVIRONMENTAL HEALTH MANAGER (13)
DATA SERVICES MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (15)
EMERGENCY COMMUNICATIONS SUPERVISOR (3)
FAMILY VIOLENCE PREVENTION MANAGER (13)
FIRE DISPATCH MANAGER (5)
FLEET OPERATIONS AND TRAINING MANAGER (13) (16)

FLEET REPAIR SUPERVISOR (1) (16)
HEALTH AND SAFETY OFFICER (7)
HEALTH PROJECT SUPERVISOR – DADS (15)
HEALTH PROJECT SUPERVISOR – EFM (15)
HEALTH PROJECT SUPERVISOR – WIC (15)
HEALTHCARE ACCESS PROGRAM MANAGER (13)
HOME ENVIRONMENTAL HEALTH MANAGER (13)
IT SUPPORT SERVICES SUPERVISOR
LEAD PENSION SPECIALIST (7)
LIBRARY SERVICES MANAGER (8)
LONG RANGE PLANNING MANAGER (2) (9) (10)
MACHINE SHOP SUPERVISOR (11)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (4)
PARKING ENFORCEMENT COMMUNICATIONS MANAGER (7)
PARKING ENFORCEMENT OPERATIONS MANAGER (7)
POLICE PAYROLL SUPERVISOR (7)
PROCUREMENT SPECIALIST (7)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (13)
PUBLIC HEALTH NURSE SUPERVISOR (15)
RECAST PROGRAM MANAGER (13)
SAFETY SUPERVISOR (7) (16)
SANITATION DISTRICT MANAGER (6) (16)
STRONG BABY PROGRAM MANAGER (13)
SUICIDE PREVENTION MANAGER (13)
TOW LOT ASSISTANT MANAGER (7)
TRAFFIC SIGN SHOP SUPERVISOR (11)
URBAN FORESTRY MANAGER (6) (16)
URBAN FORESTRY SHOP AND MAINTENANCE MANAGER (13) (16)
WATER DISTRIBUTION CONSTRUCTION MANAGER (13)
WATER QUALITY OPERATIONS MANAGER (12)
WELL WOMEN PROGRAM MANAGER (14)
WORKER’S COMPENSATION SPECIALIST (7)
YOUTH VIOLENCE PREVENTION MANAGER (13)

Wage Rate:

Hourly	33.23	46.52
Biweekly	2,658.41	3,721.83
Annual	69,118.66	96,767.58

(1) Recruitment is at:

Biweekly	2,992.54
Annual	77,806.04

(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	3,448.89
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	Annual	89,671.14
(4) Recruitment is at:		
	Biweekly	3,518.68
	Annual	91,485.68
(5) Recruitment is at:		
	Biweekly	3,420.65
	Annual	88,936.90
(6) Recruitment is at:		
	Biweekly	2,993.92
	Annual	77,841.92
(7) Recruitment is at:		
	Biweekly	2,924.24
	Annual	76,030.24
(8) Recruitment is at:		
	Biweekly	2,999.47
	Annual	77,986.22
(9) Recruitment is at:		
	Biweekly	3,139.41
	Annual	81,624.66
(10) An employee possessing an AICP certification to be paid an additional 3%.		
(11) Recruitment is at:		
	Biweekly	3,240.35
	Annual	84,249.10
(12) Recruitment is at:		
	Biweekly	3,196.32
	Annual	83,104.32
(13) Recruitment is at:		
	Biweekly	3,208.38
	Annual	83,417.88
(14) Recruitment is at:		
	Biweekly	3,438.58
	Annual	89,403.08
(15) Recruitment is at:		
	Biweekly	3,305.27
	Annual	85,937.02
(16) 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.		

Pay Range 1HX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT (6)
ADMINISTRATIVE SERVICES MANAGER – ASSESSOR (6)
ASSISTANT ACCOUNTING MANAGER (6)
ASSISTANT CITY PAYROLL MANAGER (6)
ASSISTANT GRANTS FISCAL MANAGER (6)
BENEFITS AND WELLNESS SUPERVISOR (6)
BUSINESS OPERATIONS MANAGER (6)
BUSINESS SYSTEMS ADMINISTRATOR (6)
COURT BUSINESS MANAGER (6)
CRIME AND INTELLIGENCE MANAGER
CRIME SCENE SUPERVISOR (9)
CUSTOMER SERVICES MANAGER (6)
DATABASE ADMINISTRATOR (1)
DISABILITY SPECIALIST – LEAD (6)
DOULA PROGRAM MANAGER (8)
ELECTRICAL SERVICES UTILITY MANAGER (12)
ELECTRONIC TECHNICIAN SUPERVISOR (11)
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (8)
ERS BUSINESS OPERATIONS ANALYST (6)
FIRE INFORMATION SYSTEMS MANAGER (1)
FLEET OPERATIONS MANAGER (1) (3)
FLEET REPAIR SUPERVISOR – SENIOR (3) (13)
GIS DEVELOPER – PROJECT LEADER (1)
GREENHOUSE AND NURSERY MANAGER (3)
HEALTH CUSTOMER SERVICE MANAGER (6)
HUMAN RESOURCES SUPERVISOR (6)
INFECTIOUS DISEASE PROGRAM MANAGER (8)
IRONWORKER SUPERVISOR (4)
IT PROJECT MANAGER (1)
LEGISLATIVE RESEARCH SUPERVISOR (6)
LIBRARY PUBLIC SERVICES AREA MANAGER (1) (5)
LICENSE DIVISION MANAGER (1)
OFFICE OF VIOLENCE PREVENTION OPERATIONS MANAGER (7)
OPERATIONS SERVICES MANAGER (3) (13)
PAINTER SUPERVISOR (14)
PAY SERVICES SUPERVISOR (6)
POLICE IDENTIFICATION ADMINISTRATOR
PROCUREMENT AND COMPLIANCE MANAGER (6)
PROCUREMENT MANAGER (6)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (2) (13)
REAL ESTATE DEVELOPMENT SERVICES MANAGER (1)
SANITATION AREA MANAGER (1) (3)
SEWER SERVICES DISTRICT MANAGER (2)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (8)
STREET REPAIR DISTRICT MANAGER (2) (13)
UNIFIED CALL CENTER MANAGER (11)
URBAN FORESTRY DISTRICT MANAGER (3)

WATER BILLING AND COLLECTIONS MANAGER (6)
WATER CUSTOMER SERVICE MANAGER (6)
WATER DISTRIBUTION SCHEDULING MANAGER (2)
WATER METER SERVICES MANAGER (2)
WATER PLANT AUTOMATION MANAGER (1) (2)
WIC PROGRAM MANAGER (8)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (6)

Wage Rate:

Hourly	35.43	49.60
Biweekly	2,834.17	3,967.70
Annual	73,688.42	103,160.20

(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	3,340.53
Annual	86,853.78

(3) Recruitment is at:

Biweekly	3,617.35
Annual	94,051.10

(4) Recruitment is at:

Biweekly	3,446.00
Annual	89,596.00

(5) Recruitment is at:

Biweekly	3,299.43
Annual	85,785.18

(6) Recruitment is at:

Biweekly	3,117.55
Annual	81,056.30

(7) Recruitment is at:

Biweekly	3,208.38
Annual	83,417.88

(8) Recruitment is at:

Biweekly	3,583.08
Annual	93,160.08

(9) Recruitment is at:

Biweekly	3,394.88
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Annual	88,266.88
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(10) Recruitment is at:

Biweekly	3,351.77
Annual	87,146.02

(11) Recruitment is at:

Biweekly	3,270.69
Annual	85,037.94

(12) Recruitment is at:

Biweekly	3,849.00
Annual	100,074.00

(13) 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.

(14) Recruitment is at:

Biweekly	3,331.19
Annual	86,610.94

Pay Range 1MX

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
BUILDING CODES ENFORCEMENT MANAGER (3)
BUILDING CODES COURT MANAGER (3)
BUILDING CONSTRUCTION INSPECTION OPERATIONS MANAGER (6)
CHIEF OF STAFF
CITY CLERK (1)
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2)
ELECTRICAL INSPECTION SUPERVISOR (4)
ELECTRICAL SERVICES OPERATIONS MANAGER (6) (8)
ERS OPERATIONS DIRECTOR
INFRASTRUCTURE ADMINISTRATION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3)
POLICE INFORMATION SYSTEMS DIRECTOR (
POLICE RECORDS DIRECTOR
SPECIAL ENFORCEMENT MANAGER (5)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (5)
WATER PLANTS OPERATIONS MANAGER (7) (8)
WATER WORKS ADMINISTRATION MANAGER

Wage Rate:

Hourly	48.73	68.22
Biweekly	3,898.32	5,457.91
Annual	101,356.32	141,905.66

(1) Recruitment is at:

Biweekly	4,366.19
Annual	113,520.94

(2) Recruitment is at:

Biweekly	4,370.81
Annual	113,641.06

(3) Recruitment is at:

Biweekly	4,392.65
Annual	114,208.90

(4) Recruitment is at:

Biweekly	4,540.54
Annual	118,054.04

(5) Recruitment is at:

Biweekly	4,665.15
Annual	121,293.90

(6) Recruitment is at:

Biweekly	4,766.62
Annual	123,932.12

(7) Recruitment is at:

Biweekly	4,831.92
Annual	125,629.92

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

Pay Range 1QX

Official Rate Biweekly

EMPLOYEES' RETIREMENT SYSTEM – DEPUTY DIRECTOR (1)

Wage Rate:

Hourly	62.55	87.57
Biweekly	5,004.27	7,005.72
Annual	130,111.02	182,148.72

(1) Recruitment is at:

Biweekly	5,905.01
Annual	153,530.26

SECTION 2: PROFESSIONALS

Pay Range 2FN

Official Rate Biweekly

CHEMIST (6)

DISEASE INTERVENTION SPECIALIST 3 (3)
DOULA 1 (7)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (7) (8)
HEALTHCARE ACCESS PROGRAM COORDINATOR (5)
FIRE DISPATCHER – SENIOR (1)
LIBRARIAN II (2)
LIBRARY EDUCATION OUTREACH COORDINATOR (4)
MICROBIOLOGIST (6)
PARALEGAL (3)
PUBLIC HEALTH SOCIAL WORKER 1 (9)
VIROLOGIST (6)
WATER CHEMIST (6)
WATER MICROBIOLOGIST (6)

Wage Rate:

Hourly	24.16	33.82
Biweekly	1,932.51	2,705.66
Annual	50,245.26	70,347.16

(1) Recruitment is at:

Biweekly	2,691.74
Annual	69,985.24

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

Biweekly	2,691.74	3,310.53
Annual	69,985.24	86,073.78

(2) Recruitment is at:

Biweekly	2,448.46
Annual	63,659.96

(3) Recruitment is at:

Biweekly	2,340.48
Annual	60,852.48

(4) Recruitment is at:

Biweekly	2,520.97
Annual	65,545.22

(5) Recruitment is at:

Biweekly	2,113.00
Annual	54,938.00

(6) Recruitment is at:

Biweekly	2,315.59
Annual	60,205.34

(7) Recruitment is at:

Biweekly	2,420.81
Annual	62,941.06

(8) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(9) Recruitment is at:

Biweekly	2,445.00
Annual	63,570.00

Pay Range 2HN

Official Rate Biweekly

CHEMIST – SENIOR (5)
CRIME SCENE INVESTIGATOR I (7)
CRIME ANALYST I (7)
DOULA 3 (9)
EMERGENCY RESPONSE PLANNING COORDINATOR (13)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (2) (3)
FACILITIES MAINTENANCE COORDINATOR (2) (3)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (9) (10)
FORENSIC BALLISTICS SPECIALIST (4)
HOME ENVIRONMENTAL HEALTH COORDINATOR (12)
IT SUPPORT SPECIALIST – LEAD (1)
LABORATORY INFORMATION SYSTEMS SPECIALIST (5)
LABORATORY QUALITY ASSURANCE SPECIALIST (5)
MICROBIOLOGIST – SENIOR (5)
NETWORK ANALYST – SENIOR (1) (6)
PUBLIC HEALTH NURSE 2 (11)
PUBLIC HEALTH SOCIAL WORKER 3 (8)
RESIDENTIAL PROPERTY APPRAISER 1 (14)
VIROLOGIST – SENIOR (5)
WATER CHEMIST – SENIOR (5)
WATER TREATMENT PLANT OPERATOR 1 (15)
WATER MICROBIOLOGIST – SENIOR (5)
WATER QUALITY ANALYST (5)
WATER QUALITY ASSURANCE SPECIALIST (5)

Wage Rate:

Hourly	27.44	38.42
Biweekly	2,195.43	3,073.42
Annual	57,081.18	79,908.92

(1) Recruitment is at:

Biweekly	2,543.74
Annual	66,137.24

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

(3) Recruitment is at:

Biweekly	3,073.42
Annual	79,908.92

(4) Recruitment is at:

Biweekly	2,198.53
Annual	57,161.78

(5) Recruitment is at:

Biweekly	2,517.48
Annual	65,454.48

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

(7) Recruitment is at:

Biweekly	2,305.19
Annual	59,935.94

(8) Recruitment is at:

Biweekly	2,799.27
Annual	72,781.02

(9) Recruitment is at:

Biweekly	2,771.54
Annual	72,060.04

(10) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(11) Recruitment is at:

Biweekly	2,749.50
Annual	71,487.00

(12) Recruitment is at:

Biweekly	2,539.80
Annual	66,034.80

(13) Recruitment is at:

Biweekly	2,645.73
Annual	68,788.98

(14) Recruitment is at:

Biweekly	2,340.46
Annual	60,851.96

(15) Recruitment is at:

Biweekly	2,725.12
Annual	70,853.12

Pay Range 2IN

Official Rate Biweekly

ARCHITECT III (2) (4)
CIVIL ENGINEER III (2) (6)
CONSUMER ENVIRONMENTAL HEALTH COORDINATOR (13)
CRIME ANALYST II (10)
CRIME SCENE INVESTIGATOR II (10)
ELECTRICAL ENGINEER III (2) (6)
EMERGENCY COMMUNICATIONS OFFICER IV (8)
EMERGENCY COMMUNICATIONS OFFICER IV – TRAINING (8)
EMERGENCY COMMUNICATIONS OFFICER IV – QUALITY ASSURANCE (8)

ENGINEERING TECHNICIAN VI (1)
ENVIRONMENTAL & DISEASE CONTROL SPECIALIST (12)
FACILITIES PROJECT COORDINATOR (2) (6)
LANDSCAPE ARCHITECT (2) (7)
MECHANICAL ENGINEER III (2) (6)
PUBLIC HEALTH AND CYBER SECURITY ANALYST (10)
PUBLIC HEALTH NURSE 3 (11)
RESIDENTIAL PROPERTY APPRAISER 2 (14)
SENIOR TRANSPORTATION PLANNER (2) (5)
WATER CHEMIST PROJECT LEADER (9)
WATER PLANT AUTOMATION CONTROLS ENGINEER (3)

Wage Rate:

Hourly	29.24	40.94
Biweekly	2,339.39	3,275.04
Annual	60,824.14	85,151.04

(1) Recruitment is at:

Biweekly	2,704.91
Annual	70,327.66

(2) Recruitment is at:

Biweekly	2,854.01
Annual	74,204.26

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

Biweekly	2,526.21
Annual	65,681.46

- (4) An employee possessing a Registered Architect License to be paid an additional 3%.
- (5) An employee possessing an AICP certification to be paid an additional 3%.
- (6) An employee possessing a Professional Engineer License to be paid an additional 3%.
- (7) Incentives for attaining and maintaining specific certifications with DER approval.
- (8) Recruitment is at:

Biweekly	2,826.38
Annual	73,485.88

(9) Recruitment is at:

Biweekly	2,659.97
Annual	69,159.22

(10) Recruitment is at:

Biweekly	2,456.35
Annual	63,865.10

(11) Recruitment is at:

Biweekly	2,941.96
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	Annual	76,490.96
(12) Recruitment is at:	Biweekly	2,645.73
	Annual	68,788.98
(13) Recruitment is at:	Biweekly	2,747.77
	Annual	71,442.02
(14) Recruitment is at:	Biweekly	2,504.31
	Annual	65,112.06

Pay Range 2JN

Official Rate Biweekly

BIOINFORMATICIAN (2)
CRIME ANALYST III (3)
MECHANICAL PLAN EXAMINER III (1)
MICROBIOLOGIST – LEAD (2)
PLAN EXAMINER III (1)
RESIDENTIAL PROPERTY APPRAISER 3 (4)
WATER TREATMENT PLANT OPERATOR 2 (5) (6)

Wage Rate:

Hourly	31.18	43.65
Biweekly	2,494.49	3,492.15
Annual	64,856.74	90,795.90

(1) Recruitment is at:	Biweekly	3,288.52
	Annual	85,501.52
(2) Recruitment is at:	Biweekly	2,901.51
	Annual	75,439.26
(3) Recruitment is at:	Biweekly	2,619.23
	Annual	68,099.98
(4) Recruitment is at:	Biweekly	2,679.58
	Annual	69,669.08

(5) Recruitment is at:

Biweekly	3,198.58
Annual	83,163.08

(6) Employees assigned as 'Operator in Charge' to be paid an additional 7% of their base rate while performing that function.

Pay Range 2KN

Official Rate Biweekly

COMMERICAL PROPERTY APPRAISER 1 (2)
DOULA SENIOR (1)
PUBLIC HEALTH NURSE - SENIOR (1)
WATER TREATMENT PLANT OPERATOR 3 (3) (4)

Wage Rate:

Hourly	33.23	46.52
Biweekly	2,658.42	3,721.85
Annual	69,118.92	96,768.10

(1) Recruitment is at:

Biweekly	3,147.88
Annual	81,844.88

(2) Recruitment is at:

Biweekly	2,867.15
Annual	74,545.90

(3) Recruitment is at:

Biweekly	3,376.77
Annual	87,796.02

(4) Employees assigned as 'Operator in Charge' to be paid an additional 7% of their base rate while performing that function.

Pay Range 2LN

Official Rate Biweekly

COMMERCIAL PROPERTY APPRAISER 2 (1)
WATER TREATMENT PLANT OPERATOR 4 (2)

Wage Rate:

Hourly	35.43	49.60
Biweekly	2,834.17	3,967.70
Annual	73,688.42	103,160.20

(1) Recruitment is at:

Biweekly	3,067.85
Annual	79,764.10

(2) Recruitment is at:

Biweekly	3,505.62
Annual	91,146.12

SECTION 3: TECHNICIANS

Pay Range 3LN

Official Rate Biweekly

HOME ENVIRONMENTAL HEALTH INSPECTOR 1 (4)
PROPERTY ASSESSMENT TECHNICIAN 1 (5)
PROPERTY LISTING TECHNICIAN 1 (6)
PUBLIC WORKS INSPECTOR II (1) (2) (3)

Wage Rate:

Hourly	21.28	29.56
Biweekly	1,702.21	2,364.71
Annual	44,257.46	61,482.46

- (1) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (2) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (3) Recruitment is at:

Biweekly	2,008.06
Annual	52,209.56

- (4) Recruitment is at:

Biweekly	2,050.42
Annual	53,310.92

- (5) Recruitment is at:

Biweekly	1,984.00
Annual	51,584.00

- (6) Recruitment is at:

Biweekly	2,043.50
Annual	53,131.00

Pay Range 3MN

Official Rate Biweekly

CITY CHANNEL PRODUCTION SPECIALIST (5)

ELECTRONIC TECHNICIAN (1)
HOME ENVIRONMENTAL HEALTH INSPECTOR 2 (4) (6)
MAMMOGRAPHY TECHNOLOGIST (3)
MEDICAL LABORATORY TECHNICIAN (9)
PROPERTY ASSESSMENT TECHNICIAN 2 (7)
PROPERTY LISTING TECHNICIAN 2 (8)
WATER LABORATORY TECHNICIAN (9)
WATER PLANT AUTOMATION TECHNICIAN (2)

Wage Rate:

Hourly	24.10	30.52
Biweekly	1,927.66	2,441.87
Annual	50,119.16	63,488.62

(1) Recruitment is at:

Biweekly	2,118.87
Annual	55,090.62

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,220.58
Annual	57,735.08

Employees with a minimum of four years of relevant job experience may be appointed at:

Biweekly	2,441.87
Annual	63,488.62

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

Biweekly	1,927.66	2,441.87
Annual	50,119.16	63,488.62

(3) Recruitment is at:

Biweekly	2,182.43
Annual	56,743.18

(4) Recruitment is at:

Biweekly	2,152.96
Annual	55,976.96

(5) Recruitment is at:

Biweekly	2,118.87
Annual	55,090.62

(6) Employees in this classification while assigned as the 'Lead Inspector' for any time during a pay period shall receive an additional \$80 biweekly.

(7) Recruitment is at:

Biweekly	2,083.19
Annual	54,162.94

(8) Recruitment is at:

Biweekly	2,145.69
Annual	55,787.94

(9) Recruitment is at:

Biweekly	1,996.58
Annual	51,911.08

Pay Range 3NN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN IV (1)
ENGINEERING TECHNICIAN IV (1)
PROGRAMMER II (2)
SIDEWALK REPAIR SPECIALIST (3)

Wage Rate:

Hourly	22.48	30.66
Biweekly	1,798.64	2,452.78
Annual	46,764.64	63,772.28

(1) Recruitment is at:

Biweekly	2,008.06
Annual	52,209.56

(2) Recruitment is at:

Biweekly	1,974.51
Annual	51,337.26

(3) Recruitment is at:

Biweekly	2,208.87
Annual	57,430.62

SECTION 7: SKILLED CRAFT

Pay Range 7AN

Official Rate Biweekly

BOILER INSPECTOR 1 (3)
CARPENTER 1 (4) (7)
CEMENT FINISHER HELPER 1 (4) (7)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 1 (6)
GARAGE CUSTODIAN (6) (8) (10)
MACHINIST 1 (2) (9)
PAINTER 1 (7)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 1 (5)
RENT ASSISTANCE INSPECTOR 1 (6)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 1 (6)
WELDER 1 (1) (8) (9)

Wage Rate:

Hourly	21.63	28.36
Biweekly	1,730.50	2,268.96
Annual	44,993.00	58,992.96

(1) Recruitment is at:

Biweekly	1,761.96
Annual	45,803.94

(2) Recruitment is at:

Biweekly	1,805.92
Annual	46,953.92

(3) Recruitment is at:

Biweekly	1,838.00
Annual	47,788.00

(4) Recruitment is at:

Biweekly	1,848.42
Annual	48,058.92

(5) Recruitment is at:

Biweekly	1,860.81
Annual	48,381.06

(6) Recruitment is at:

Biweekly	1,953.85
Annual	50,800.10

(7) Employees in this job classification 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.

(8) Employees will receive an additional 5% incentive for lead work.

(9) Employees will receive an additional 5% when performing special assignments.

(10) Employees will receive an additional 3% when performing special assignments.

Pay Range 7EN

Official Rate Biweekly

BOILER INSPECTOR 2 (3)
BUILDING CONSTRUCTION INSPECTOR 2 (8)
CARPENTER 2 (6) (10)
CEMENT FINISHER HELPER 2 (6) (10)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 4 (1)
EMERGENCY VEHICLE MECHANIC 1 (5) (12)
EQUIPMENT AND TOOL MECHANIC LEAD (5) (11)
FIRE PROTECTION ENGINEER 1
HVAC MAINTENANCE TECHNICIAN 2 (2) (12) (13)
INDUSTRIAL MACHINE REPAIR MECHANIC 2 (2)
NURSERY SPECIALIST (7) (16) (17)

PLUMBING INSPECTOR 1 (4)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 3 (9)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 4 (1)
SPRINKLER CONSTRUCTION INSPECTOR 1
URBAN FORESTRY SPECIALIST (7) (17) (18) (19)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 1 (5)
VEHICLE SERVICE WRITER (5) (15) (16)
VEHICLE SERVICES TECHNICIAN 1 (5) (14)

Wage Rate:

Hourly	27.50	36.04
Biweekly	2,199.96	2,883.35
Annual	57,198.96	74,967.10

(1) Recruitment is at:

Biweekly	2,261.81
Annual	58,807.06

(2) Recruitment is at:

Biweekly	2,268.00
Annual	58,968.00

(3) Recruitment is at:

Biweekly	2,297.50
Annual	59,735.00

(4) Recruitment is at:

Biweekly	2,302.04
Annual	59,853.04

(5) Recruitment is at:

Biweekly	2,304.88
Annual	59,926.88

(6) Recruitment is at:

Biweekly	2,310.54
Annual	60,074.04

(7) Recruitment is at:

Biweekly	2,381.77
Annual	61,926.02

(8) Recruitment is at:

Biweekly	2,485.62
Annual	64,626.12

(9) Recruitment is at:

Biweekly	2,729.19
Annual	70,958.94

(10) Employees in job classifications 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.

(11) Employees in DPW – Forestry who are assigned shop oversight duties shall receive an additional 5%

(12) Employees will receive an addition 5% when performing special assignments.

- (13) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to oversight duties for a full shift.
- (14) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (15) Employees will receive an additional 3% when performing special assignments.
- (16) Additional 5% biweekly when performing Lead Worker duties.
- (17) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (18) Additional 3% biweekly when assigned to operate the Grapple Saw.
- (19) Additional 5% biweekly when performing core forestry duties.

Pay Range 7FN

Official Rate Biweekly

ELEVATOR INSPECTOR 1 (1)
EMERGENCY VEHICLE MECHANIC 2 (4) (12)
ENVIRONMENTAL RISK OFFICER 1 (3)
IRONWORKER 2 (5)
NURSERY CREW LEADER (2) (8) (9)
URBAN FORESTRY CREW LEADER (2) (6) (9) (10)
URBAN FORESTRY TECHNICIAN (2) (7)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 2 (4)
VEHICLE SERVICES TECHNICIAN 2 (4) (11)

Wage Rate:

Hourly	30.19	38.00
Biweekly	2,415.42	3,040.12
Annual	62,800.92	79,043.12

(1) Recruitment is at:

Biweekly	2,476.65
Annual	64,392.90

(2) Recruitment is at:

Biweekly	2,500.85
Annual	65,022.10

(3) Recruitment is at:

Biweekly	2,520.96
Annual	65,544.96

(4) Recruitment is at:

Biweekly	2,548.19
Annual	66,252.94

(5) Employees in job classifications 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.

(6) Employees will receive an additional 5% incentive for lead work.

(7) Additional 5% biweekly when performing contract administration duties.

(8) Additional 5% biweekly when performing greenhouse oversight duties.

- (9) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (10) Additional 3% biweekly when assigned to operate the Grapple Saw.
- (11) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
- (12) Employees will receive an additional 5% when performing special assignments.

Pay Range 7LN

Official Rate Biweekly

ELECTRICAL INSPECTOR 4
ELEVATOR INSPECTOR 3 (3)
FIRE PROTECTION ENGINEER 4 (2)
HVAC MAINTENANCE TECHNICIAN SENIOR (1)
MUNICIPAL SERVICES ELECTRICIAN (4) (5)
SPRINKLER CONSTRUCTION INSPECTOR 4 (2)

Wage Rate:

Hourly	43.83	57.00
Biweekly	3,506.31	4,560.19
Annual	91,164.06	118,564.94

(1) Recruitment is at:

Biweekly	3,572.12
Annual	92,875.12

(2) Recruitment is at:

Biweekly	3,666.62
Annual	95,332.12

(3) Recruitment is at:

Biweekly	3,715.00
Annual	96,590.00

(4) Additional \$1.50 per hour when designated for holding a Wisconsin Electrical Contractor License for the City.

(5) Employees will receive an additional 5% when assigned lead work.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8FN

Official Rate Biweekly

EQUIPMENT OPERATOR 2 (4) (6) (7)
INFRASTRUCTURE REPAIR CREW LEADER
UTILITY CREW WORKER (2)

PARKING METER TECHNICIAN – LEAD (3)
WATER METER INVESTIGATOR
WATER METER TECHNICIAN LEAD
SEWER CREW LEADER (5) (9)
VEHICLE SERVICES ASSISTANT (1)
WATER REPAIR WORKER 3 (4) (5) (8)

Wage Rate:

Hourly	27.44	32.21
Biweekly	2,195.12	2,576.54
Annual	57,073.12	66,990.04

- (1) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (2) Recruitment is at:

Biweekly	1,551.99
Annual	40,351.74

- (3) Recruitment is at:

Biweekly	2,228.23
Annual	57,933.98

- (4) Recruitment is at:

Biweekly	2,221.15
Annual	57,749.90

- (5) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (6) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities.
- (7) An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (8) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
- (9) An employee assigned to operate heavy equipment to be paid an additional 2%

PART II – ADMINISTRATION

SECTION 3: SALARY AT TIME OF APPOINTMENT

C. Recruitment of Technicians (Section 3) and Skilled Crafts (Section 7): In the event it becomes necessary to recruit at a rate above the minimum for positions classified as Technicians or Skilled Craft, recruitment may be authorized at any rate in the pay range based on credentials and relevant experience with the approval of the Department of Employee Relations.

SECTION 9: SUPPLEMENTAL PAY PRACTICES

C. On-Call Pay: Employees holding positions designated as non-exempt from FLSA required by the department to be on a mandatory on-call rotation to respond to emergencies shall be paid \$15 per 24-hour regularly scheduled workday and \$36 for regularly scheduled off days, holiday or furlough days.

If employees are required to be on-call for a period of less than 24 hours, the amounts shall be prorated. This benefit shall not apply to employees in the Department of Public Works performing snow and ice operations.

An employee who is on a mandatory on-call assignment must be available to work and be able to report to work within a short timeframe as established by the department. An eligible employee on an authorized on-call assignment who is called into work shall be compensated at straight time or overtime in accordance with applicable overtime policies.

- M. Certification Pay:** Employees who are otherwise eligible for a salary adjustment after attaining and maintaining a certification or license shall be eligible to receive such adjustment as determined by the Department of Employee Relations. The effective date of such adjustment shall be the pay period after the certification or license is achieved.

PART VI - SALARY ORDINANCE CHANGES FOLLOWING EXTENDED IMPLEMENTATIONS

- A.** Whenever a Job Evaluation Report submitted by DER Compensation inadvertently produces an error or inconsistency in relation to the salary ordinance, such errors or inconsistencies shall be investigated by DER. No incumbent shall incur a reduction of pay as a result of such errors. Administrative corrections will be submitted to the Finance and Personnel Committee for approval with an effective date retroactive to the date of error.

This provision allows flexibility in the implementation of large and complex job studies. If there is an inconsistency between the salary ordinance and a Job Evaluation Report, the language of the report shall take precedence. Administrative corrections shall be submitted to the Finance and Personnel Committee for approval with the same effective date of the report.