



February 22, 2013

Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

To the Honorable
Finance and Personnel Committee
Common Council
City of Milwaukee

Dear Committee Members:

RE: Common Council File Number 121505

Subject: Changes to 2013 Salary Ordinance

Attached please find a list of recommended changes to the Salary Ordinance. These changes have been identified and recommended as a result of our ongoing review of the Ordinance since implementation of the State of Wisconsin Act 10 and the expiration of most of the City of Milwaukee's collective bargaining agreements.

Changes/Clarifications

1. For four titles in the DNS Career ladder - change footnotes to differentiate between changes in rates of pay for transfers versus promotions effective pay period #2, 2012. For promotions an employee will receive the pay increment in the new range that is higher than the employee's current rate. In addition the employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If an employee is unsuccessful, they will be demoted to the previous title and rate of pay. The practice for transfers would remain unchanged. Titles include:

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| PR 3LN | Residential Code Enforcement Inspector |
| PR 3LN | Commercial Code Enforcement Inspector |
| PR 2EN | Special Enforcement Inspector |
| PR 2EN | Environmental Risk Officer |

The current footnote for these titles is as follows:

An employee transferred or promoted into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

The proposed footnotes for these titles include:

An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.



An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.

- 2. For the title of Nutritionist in PR 2DN – In footnote #2 clarify the language to indicate the minimum recruitment rate. Also, delete the footnote related to premium pay for a Nutritionist assigned to the WIC program. The Health Department currently has only one position of Nutritionist.

(2) Minimum recruitment is at \$1,766.91 and may be up to \$1,902.77 with the approval of DER.

- 3. For the title of Assistant City Attorney in PR 2NX – Delete this title and footnote #1 from this pay range. There are currently no titles associated with this pay range.

- 4. For the title of Human Resources Specialist in PR 1CX – Delete title of Human Resources Specialist. This title is correctly in PR 1DX.

- 5. For the titles of Microbiologist III, Virologist III and Chemist III in PR 2FN – For the corresponding footnote #1 clarify the language to indicate the minimum recruitment rate.

(1) Minimum recruitment is at \$2,061.21 and may be up to \$2,504.74 with the approval of DER.

- 6. For the title of Police Officer in 4B-PR 801 – Clarify footnote #2 to include the effective date as well as the updated pay period #14, 2012 rates of pay.

(2) Effective Pay Period 14, 2012, while in the Academy, an employee will be paid \$1,436.15. Upon graduation from the Fire and Police Academy, an employee will be paid \$1,914.86.

- 7. For the title of Electrical Worker in PR 7FN – Correct pay range minimum to correlate to minimum recruitment for Electrical Worker. Add new footnote #14 to indicate minimum recruitment rate for designated titles as below. Add footnote #15 indicating rates for emergency and temporary appointments to Electrical Worker.

Pay Range 7FN

Official Rate Biweekly

| | | |
|-----------|-----------|-----------|
| Hourly: | 18.35 | 22.91 |
| Biweekly: | 1,468.00 | 1,833.19 |
| Annual: | 38,168.00 | 47,662.94 |

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| AUTOMOTIVE ELECTRICIAN (1) (2) (14) |
| AUTOMOTIVE MAINTENANCE MECHANIC (1) (10) (14) |
| ELECTRICAL WORKER (13) (15) |
| FLEET EQUIPMENT INSPECTOR (14) |
| FLUID POWER SYSTEMS TECHNICIAN (3) (4) (12) |
| FUEL SYSTEM TECHNICIAN (1) (14) |
| HEATING AND VENTILATING MECHANIC III (12) |
| LEAD EQUIPMENT MECHANIC (5) (11) (14) |
| PRINTER (6) |
| VEHICLE SERVICE TECHNICIAN - HEAVY (7) (8) (9) (11) (14) |

- (14) Recruitment is at \$1,608.77 (\$41,828.02).

- (15) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,468.00, \$1,567.20, \$1,692.00, \$1,816.00. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.
- 8. For the title of Environmental & Disease Control Specialist in PR 2DN – In footnote #16 add minimum recruitment rate and correct special recruitment rate as follows:
 - (16) Minimum recruitment is at \$1,785.24 and may be up to \$1,920.73 with the approval of DER.
- 9. Consolidate titles and rates of pay for positions represented by the Milwaukee Building and Construction Trades Council AFL-CIO into the standard format. The consolidated pay ranges and titles are indicated below item #6. Appropriate titles are highlighted.
- 10. For the title of Landscape & Irrigation Specialist in PR 7QN –Delete unneeded footnote relating to prevailing wage.

**Pay Range 7IN
Official Rate Biweekly**

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 22.68 | 26.43 |
| Biweekly: | 1,814.30 | 2,114.40 |
| Annual: | 47,171.80 | 54,974.40 |

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| AUTOMOTIVE MACHINIST (2) |
| MACHINIST I |
| PAINTER (4) (5) (6) |
| URBAN FORESTRY CREW LEADER (1) (3) |

- (1) An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one increment. If at \$2,081.41, the employee will advance to \$2,120.77.
- (2) Recruitment is at \$1,824.08 (\$47,426.08).
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,814.30, \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.
- (4) An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (5) Employees 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) Recruitment is at \$2,114.40.

**Pay Range 7JN
Official Rate Biweekly**

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 22.32 | 27.14 |
| Biweekly: | 1,785.42 | 2,171.20 |
| Annual: | 46,420.92 | 56,451.20 |

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| ELECTRICAL MECHANIC APPRENTICE (3) (4) (5) |
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| ELECTRICAL SERVICES BLACKSMITH (2) |
| ELECTRICAL SERVICES MACHINIST I (2) |
| MACHINE REPAIRPERSON |
| PAINTER LEADWORKER, HOUSE (6) (7) (8) (9) |
| PAINTER, BRIDGE AND IRON (10) |
| WATER PLANT STEAMFITTER/HVAC SPECIALIST (1) |

- (1) Recruitment may be authorized up to \$1,994.54 with the approval of DER.
- (2) Recruitment is at \$1,882.47 (\$48,944.22).
- (3) Recruitment is at \$14.77. Employees will advance to the next rate in the following range after 2080 hours of work: \$14.77, \$17.73, \$22.16, \$26.59. Official rate is hourly.
- (4) An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.
- (5) Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.
- (6) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (7) Employees in job classifications in this pay range 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) One position filled by Dennis Hermann to be paid \$2,353.60 biweekly.
- (9) Recruitment is at \$2,144.80.
- (10) Recruitment is at \$2,171.20.

**Pay Range 7KN
Official Rate Biweekly**

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 27.32 | 27.85 |
| Biweekly: | 2,182.60 | 2,228.00 |
| Annual: | 56,747.60 | 57,928.00 |

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| ASPHALT PLANT OPERATING ENGINEER (1) |
| CARPENTER (2) (3) |
| CEMENT FINISHER (2) (5) |
| PAINTER LEADWORKER, BRIDGE AND IRON (4) |

- (1) Recruitment is at \$2,204.80.
- (2) 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.
- (3) Recruitment is at \$2,228.00.
- (4) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.
- (5) Recruitment is at \$2,196.80.

**Pay Range 7MN
Official Rate Biweekly**

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 28.98 | 29.55 |
| Biweekly: | 2,318.40 | 2,364.00 |
| Annual: | 60,278.40 | 61,464.00 |

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| CARPENTER LEADWORKER (AUXILIARY) (5) (7) |
| ELECTRICAL MECHANIC (1) (2) (3) |
| IRONWORKER (5) |
| PAINTER SUPERVISOR, HOUSE (4) (5) (6) |

- (1) An employee who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving the probationary period, ninety percent (90%) of the hourly rate.
- (2) An employee shall be paid a premium of \$1.50 per hour when given the following assignments:
 - When assigned as a crew chief supervising four or more crew members (two or more for pole or traffic cable crews) provided a minimum of three hours working as a crew chief.
 - When assigned as duty electrician at the Canal Street Shop for weekend and holiday duty.
 - When regularly assigned to rotating telephone switch maintenance duties for each hour actually worked.
 - When assigned as a Designated Electrician.
 - When designated to hold the Type C Contractors Electrical License for the City.
 - When assigned as a Dispatcher to assist management with administration of communication and traffic activities.
- (3) Recruitment is at \$2,364.00.
- (4) An employee in this job classification shall receive an additional thirty cents (\$0.30) per hour for the entire regular day when a Painter or Painter Leadworker, House receives a thirty cent (\$0.30) per hour task rate for spray painting or cleaning of spray painting equipment.
- (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) Recruitment is at \$2,353.60.
- (7) Recruitment is at \$2,348.00.

**Pay Range 7NN
Official Rate Biweekly**

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|------------------|-----------------|
| Hourly: | 30.13 |
| Biweekly: | 2,410.40 |
| Annual: | 62,670.40 |

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| PAINTER SUPERVISOR, IRONWORK |
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**Pay Range 7ON
Official Rate Biweekly**

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 30.84 | 30.88 |
| Biweekly: | 2,467.20 | 2,470.40 |
| Annual: | 64,147.20 | 64,230.40 |

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| CARPENTER SUPERVISOR (1) (2) |
| IRONWORKER SUPERVISOR (2) (3) |

- (1) Employees in this classification shall be paid at either an hourly rate of 50 cents more than the hourly rate of the job classification of the highest paid employee he/she had been assigned by the Division to supervise for a full day or the hourly rate of this job classification, whichever is greater.
- (2) 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.
- (3) Recruitment is at \$2,470.40.

Pay Range 7QN

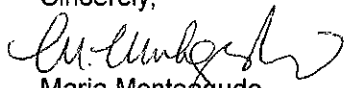
Official Rate Biweekly

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|------------------|-----------------|-----------------|
| Hourly: | 32.85 | 33.06 |
| Biweekly: | 2,628.00 | 2,644.80 |
| Annual: | 68,328.00 | 68,764.80 |

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| BRICKLAYER, BUILDINGS (1) |
| LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) |
| SEWER MASON (1) |

- (1) 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.
- (2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at \$34.13 (\$2,644.80 biweekly).

Sincerely,



Maria Monteagudo
Employee Relations Director