



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Montegudo**  
Director

**Renee Joos**  
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Labor Negotiator

February 16, 2018

The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

Dear Committee Members:

To implement the rates of pay contained in the 2018 - 2020 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Supervisors' Organization, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

**SALARY ORDINANCE AMENDMENTS  
(Part I, Section 4)**

**1. EFFECTIVE PAY PERIOD 1, 2018 (December 31, 2017)**

Under Pay Ranges 831 through 842 delete the current rates of pay and footnotes and substitute therefor the following rates of pay and footnotes for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	37.66	39.08	40.56	42.09	43.69	45.35
Biweekly	3,012.77	3,126.25	3,244.42	3,367.21	3,494.91	3,627.79
Annual	78,547.22	81,505.80	84,586.66	87,787.97	91,117.29	94,581.67

Create footnote designation "1/" which should read as follows: "1/ Recruitment to be at the 4<sup>th</sup> step."

Create footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits."



Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,032.43, 3,145.96, 3,264.09, 3,386.91, 3,514.58, 3,647.47.”

Create footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,057.03, 3,170.57, 3,288.68, 3,411.49, 3,539.20, 3,672.08.”

Create footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,066.89, 3,180.40, 3,298.53, 3,421.34, 3,549.05, 3,681.91.”

Pay Range 835

Hourly	40.64	42.21	43.85	45.54	47.31	49.14
Biweekly	3,251.49	3,377.05	3,507.69	3,643.45	3,784.70	3,931.39
Annual	84,770.99	88,044.52	91,450.49	94,989.94	98,672.53	102,496.95

Create footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,270.87, 3,396.39, 3,527.03, 3,662.80, 3,804.08, 3,950.76.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,295.07, 3,420.59, 3,551.23, 3,687.01, 3,828.24, 3,974.95.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,304.73, 3,430.24, 3,560.89, 3,696.66, 3,837.94, 3,984.60.”

Pay Range 836

Hourly	42.21	43.85	45.54	47.31	49.14	51.05
Biweekly	3,377.05	3,507.69	3,643.45	3,784.70	3,931.39	4,084.15
Annual	88,044.52	91,450.49	94,989.94	98,672.53	102,496.95	106,479.62

Create footnote designation “1/” which should read as follows: “1/ Recruitment to be at the 4<sup>th</sup> step.”

Create footnote designation “2/” which should read as follow: “2/ Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the



determination of any other benefits.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,396.39, 3,527.03, 3,662.80, 3,804.08, 3,950.76, 4,103.51.”

Create footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,420.59, 3,551.23, 3,687.01, 3,828.24, 3,974.95, 4,127.70.”

Create footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,430.24, 3,560.89, 3,696.66, 3,837.94, 3,984.60, 4,137.40.”

Pay Range 839

Hourly	47.31	49.14	51.05	53.04	55.10	57.25
Biweekly	3,784.70	3,931.39	4,084.15	4,242.99	4,408.23	4,579.99
Annual	98,672.53	102,496.95	106,479.62	110,620.81	114,928.85	119,406.88

Create footnote designation “1/” which should read as follows: “1/ Recruitment to be at the 4<sup>th</sup> step.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,804.08, 3,950.76, 4,103.51, 4,262.31, 4,427.61, 4,599.33.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,828.24, 3,974.95, 4,127.70, 4,286.51, 4,451.76, 4,623.53.”

Create footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,837.94, 3,984.60, 4,137.40, 4,296.17, 4,461.45, 4,633.21.”

Pay Range 842

Hourly	53.04	55.10	57.25	59.48	61.81	64.22
Biweekly	4,242.99	4,408.23	4,579.99	4,758.70	4,944.52	5,137.78
Annual	110,620.81	114,928.85	119,406.88	124,066.10	128,910.70	133,949.26

Create footnote designation “1/” which should read as follows: “1/ Recruitment to be at the 4<sup>th</sup> step.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2018,



an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,262.31, 4,427.53, 4,599.33, 4,778.03, 4,963.85, 5,157.12."

Create footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,286.51, 4,451.76, 4,623.53, 4,802.24, 4,988.06, 5,181.30."

Create footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,296.17, 4,461.45, 4,633.21, 4,811.90, 4,997.73, 5,190.98."

**2. EFFECTIVE PAY PERIOD 1, 2019 (December 30, 2018)**

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	38.41	39.86	41.37	42.93	44.56	46.25
Biweekly	3,073.03	3,188.78	3,309.31	3,434.55	3,564.81	3,700.35
Annual	80,118.28	83,136.05	86,278.44	89,543.62	92,939.69	96,473.41

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,093.08, 3,208.88, 3,329.37, 3,454.65, 3,584.87, 3,720.42."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,118.17, 3,233.98, 3,354.45, 3,479.72, 3,609.98, 3,745.52."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,128.23, 3,244.01, 3,364.50, 3,489.77, 3,620.03, 3,755.55."

Pay Range 835

Hourly	41.46	43.06	44.72	46.45	48.25	50.13
Biweekly	3,316.52	3,444.59	3,577.84	3,716.32	3,860.39	4,010.02
Annual	86,466.41	89,805.38	93,279.40	96,889.77	100,645.88	104,546.95

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid



the following biweekly rates: 3,336.29, 3,464.32, 3,597.57, 3,736.06, 3,880.16, 4,029.78.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,360.97, 3,489.00, 3,622.25, 3,760.75, 3,904.80, 4,054.45.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,370.82, 3,498.84, 3,632.11, 3,770.59, 3,914.70, 4,064.29.”

Pay Range 836

Hourly	43.06	44.72	46.45	48.25	50.13	52.07
Biweekly	3,444.59	3,577.84	3,716.32	3,860.39	4,010.02	4,165.83
Annual	89,805.38	93,279.40	96,889.77	100,645.88	104,546.95	108,609.14

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,464.32, 3,597.57, 3,736.06, 3,880.16, 4,029.78, 4,185.58.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,489.00, 3,622.25, 3,760.75, 3,904.80, 4,054.45, 4,210.25.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,489.84, 3,632.11, 3,770.59, 3,914.70, 4,064.29, 4,220.15.”

Pay Range 839

Hourly	48.25	50.13	52.07	54.10	56.20	58.39
Biweekly	3,860.39	4,010.02	4,165.83	4,327.85	4,496.39	4,671.59
Annual	100,645.88	104,546.95	108,609.14	112,833.23	117,227.31	121,795.02

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,880.16, 4,029.78, 4,185.58, 4,347.56, 4,516.16, 4,691.32.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,904.80, 4,054.45, 4,210.25, 4,372.24, 4,540.80, 4,716.00.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,914.70, 4,064.29, 4,220.15, 4,382.09, 4,550.68, 4,725.87.”



Pay Range 842

Hourly	54.10	56.20	58.39	60.67	63.04	65.51
Biweekly	4,327.85	4,496.39	4,671.59	4,853.87	5,043.41	5,240.54
Annual	112,833.23	117,227.31	121,795.02	126,547.32	131,488.90	136,628.36

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 4,347.56, 4,516.08, 4,691.32, 4,873.59, 5,063.13, 5,260.26.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 4,372.24, 4,540.80, 4,716.00, 4,898.28, 5,087.82, 5,284.93.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 4,382.09, 4,550.68, 4,725.87, 4,908.14, 5,097.68, 5,294.80.”

**3. EFFECTIVE PAY PERIOD 1, 2020 (December 29, 2019)**

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	39.18	40.66	42.19	43.79	45.45	47.18
Biweekly	3,134.49	3,252.56	3,375.50	3,503.24	3,636.11	3,774.36
Annual	81,720.63	84,798.88	88,004.11	91,334.47	94,798.58	98,402.95

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,154.94, 3,273.06, 3,395.96, 3,523.74, 3,656.57, 3,794.83.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,180.53, 3,298.66, 3,421.54, 3,549.31, 3,682.18, 3,820.43.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,190.79, 3,308.89, 3,341.79, 3,559.57, 3,692.43, 3,830.66.”



Pay Range 835

Hourly	42.29	43.92	45.62	47.38	49.22	51.13
Biweekly	3,382.85	3,513.48	3,649.40	3,790.65	3,937.60	4,090.22
Annual	88,195.73	91,601.44	95,145.07	98,827.66	102,658.85	106,637.88

Amend footnote designation "1/" which should read as follows: "1/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,403.02, 3,533.61, 3,669.52, 3,810.78, 3,957.76, 4,110.38."

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,428.19, 3,558.78, 3,694.70, 3,835.97, 3,982.90, 4,135.54."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,438.24, 3,568.82, 3,704.75, 3,846.00, 3,992.99, 4,145.58."

Pay Range 836

Hourly	43.92	45.62	47.38	49.22	51.13	53.11
Biweekly	3,513.48	3,649.40	3,790.65	3,937.60	4,090.22	4,249.15
Annual	91,601.44	95,145.07	98,827.66	102,658.85	106,637.88	110,781.41

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,533.61, 3,669.52, 3,810.78, 3,957.76, 4,110.38, 4,269.29."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,558.78, 3,694.70, 3,835.97, 3,982.90, 4,135.54, 4,294.46."

Amend footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,568.82, 3,704.75, 3,846.00, 3,992.99, 4,145.58, 4,304.55."

Pay Range 839

Hourly	49.22	51.13	53.11	55.18	57.33	59.56
Biweekly	3,937.60	4,090.22	4,249.15	4,414.41	4,586.32	4,765.02
Annual	102,658.85	106,637.88	110,781.41	115,089.97	119,571.91	124,230.88

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2020,



an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,957.76, 4,110.38, 4,269.29, 4,434.51, 4,606.48, 4,785.15."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,982.90, 4,135.54, 4,294.46, 4,459.68, 4,631.62, 4,810.32."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,992.99, 4,145.58, 4,304.55, 4,469.73, 4,641.69, 4,820.39."

**Pay Range 842**

Hourly	55.18	57.33	59.56	61.89	64.30	66.82
Biweekly	4,414.41	4,586.32	4,765.02	4,950.95	5,144.28	5,345.35
Annual	115,089.97	119,571.91	124,230.88	129,078.34	134,118.73	139,360.91

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,434.51, 4,606.40, 4,785.15, 4,971.06, 5,164.39, 5,365.47."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,459.68, 4,631.62, 4,810.32, 4,996.25, 5,189.58, 5,390.63."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,469.73, 4,641.69, 4,820.39, 5,006.30, 5,199.63, 5,400.70."

**4. EFFECTIVE PAY PERIOD 1, 2018 (December 31, 2017)**

Under Pay Ranges 831 through 842 delete the current rates of pay and footnotes and substitute therefor the following rates of pay and footnotes for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

**Pay Range 831**

Hourly	35.60	36.94	38.33	39.78	41.29	42.86
Biweekly	2,847.61	2,954.89	3,066.57	3,182.63	3,303.31	3,428.92
Annual	74,241.26	77,038.20	79,949.86	82,975.71	86,122.01	89,396.84

Create footnote designation "1/" which should read as follows: "1/ Recruitment to be at the 4<sup>th</sup>





step.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee’s commanding officer. This payment shall be construed as part of the employee’s base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,866.18, 2,973.48, 3,085.15, 3,201.22, 3,321.93, 3,447.51.”

Create footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,889.45, 2,996.76, 3,108.39, 3,224.48, 3,345.19, 3,470.77.”

Create footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,898.77, 3,006.05, 3,117.70, 3,233.78, 3,354.47, 3,480.08.”

#### Pay Range 835

Hourly	38.42	39.90	41.44	43.05	44.72	46.45
Biweekly	3,073.25	3,191.92	3,315.41	3,443.72	3,577.22	3,715.88
Annual	80,124.02	83,217.91	86,437.47	89,782.70	93,263.23	96,878.30

Create footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,091.57, 3,210.21, 3,333.68, 3,461.99, 3,595.53, 3,734.17.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,114.43, 3,233.07, 3,356.54, 3,484.88, 3,618.37, 3,757.04.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,123.58, 3,242.21, 3,365.69, 3,494.01, 3,627.54, 3,766.18.”

#### Pay Range 836

Hourly	39.90	41.44	43.05	44.72	46.45	48.25
Biweekly	3,191.92	3,315.41	3,443.72	3,577.22	3,715.88	3,860.25
Annual	83,217.91	86,437.47	89,782.70	93,263.23	96,878.30	100,642.23



Create footnote designation "1/" which should read as follows: "1/ Recruitment to be at the 4<sup>th</sup> step."

Create footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits."

Create footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,210.21, 3,333.68, 3,461.99, 3,595.53, 3,734.17, 3,878.55."

Create footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,233.07, 3,56.54, 3,484.88, 3,618.37, 3,757.04, 3,901.42."

Create footnote designation "5/" which should read as follows: "5/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,242.21, 3,365.69, 3,494.01, 3,627.54, 3,766.18, 3,910.57."

#### Pay Range 839

Hourly	44.72	46.45	48.25	50.13	52.08	54.11
Biweekly	3,577.22	3,715.88	3,860.25	4,010.39	4,166.58	4,328.91
Annual	93,263.23	96,878.30	100,642.23	104,556.59	108,628.69	112,860.87

Create footnote designation "1/" which should read as follows: "1/ Recruitment to be at the 4<sup>th</sup> step."

Create footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,595.53, 3,734.17, 3,878.55, 4,028.65, 4,184.87, 4,347.20."

Create footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,618.37, 3,757.04, 3,901.42, 4,051.53, 4,207.70, 4,370.06."

Create footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,627.54, 3,766.18, 3,910.57, 4,060.65, 4,216.87, 4,379.22."

#### Pay Range 842



Hourly	50.13	52.08	54.11	56.22	58.42	60.70
Biweekly	4,010.39	4,166.58	4,328.91	4,497.82	4,673.45	4,856.11
Annual	104,556.59	108,628.69	112,860.87	117,264.59	121,843.52	126,605.72

Create footnote designation “1/” which should read as follows: “1/ Recruitment to be at the 4<sup>th</sup> step.”

Create footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2018, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 4,028.65, 4,184.87, 4,347.20, 4,516.10, 4,691.73, 4,874.41.”

Create footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 4,051.53, 4,207.70, 4,370.06, 4,538.98, 4,714.61, 4,897.25.”

Create footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2018, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 4,060.65, 4,216.87, 4,379.22, 4,548.12, 4,723.75, 4,906.41.”

**5. EFFECTIVE PAY PERIOD 1, 2019 (December 30, 2018)**

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

**Pay Range 831**

Hourly	36.31	37.67	39.10	40.58	42.12	43.72
Biweekly	2,904.56	3,013.99	3,127.90	3,246.28	3,369.38	3,497.50
Annual	75,726.03	78,579.02	81,548.82	84,635.16	87,844.55	91,184.82

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,923.50, 3,032.95, 3,146.85, 3,265.24, 3,388.37, 3,516.46, .”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,947.24, 3,056.70, 3,170.56, 3,288.97, 3,412.09, 3,540.19.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the



following biweekly rates: 2,956.75, 3,066.17, 3,180.05, 3,298.46, 3,421.56, 3,549.68.”

Pay Range 835

Hourly	39.18	40.70	42.27	43.91	45.61	47.38
Biweekly	3,134.72	3,255.76	3,381.72	3,512.59	3,648.76	3,790.20
Annual	81,726.63	84,882.31	88,166.27	91,578.24	95,128.38	98,815.93

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,153.40, 3,274.41, 3,400.35, 3,531.23, 3,667.44, 3,808.85.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,176.72, 3,297.73, 3,423.67, 3,554.58, 3,690.74, 3,832.18.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,186.05, 3,307.05, 3,433.00, 3,563.89, 3,700.09, 3,841.50.”

Pay Range 836

Hourly	40.70	42.27	43.91	45.61	47.38	49.22
Biweekly	3,255.76	3,381.72	3,512.59	3,648.76	3,790.20	3,937.46
Annual	84,882.31	88,166.27	91,578.24	95,128.38	98,815.93	102,655.20

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,274.41, 3,400.35, 3,531.23, 3,667.44, 3,808.85, 3,956.12.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,297.73, 3,423.67, 3,554.58, 3,690.74, 3,832.18, 3,979.45.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,307.05, 3,433.00, 3,563.89, 3,700.09, 3,841.50, 3,988.78.”

Pay Range 839

Hourly	45.61	47.38	49.22	51.13	53.12	55.19
Biweekly	3,648.76	3,790.20	3,937.46	4,090.60	4,249.91	4,415.49
Annual	95,128.38	98,815.93	102,655.20	106,647.78	110,801.22	115,118.13



Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,667.44, 3,808.85, 3,956.12, 4,109.22, 4,268.57, 4,434.14.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,690.74, 3,832.18, 3,979.45, 4,132.56, 4,291.85, 4,457.46.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,700.09, 3,841.50, 3,988.78, 4,141.86, 4,301.21, 4,466.80.”

Pay Range 842

Hourly	51.13	53.12	55.19	57.35	59.59	61.92
Biweekly	4,090.60	4,249.91	4,415.49	4,587.78	4,766.92	4,953.23
Annual	106,647.72	110,801.22	115,118.13	119,609.98	124,280.41	129,137.78

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2019, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 4,109.22, 4,268.57, 4,434.14, 4,606.42, 4,785.56, 4,971.90.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 4,132.56, 4,291.85, 4,457.46, 4,629.76, 4,808.90, 4,995.20.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2019, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 4,141.86, 4,301.21, 4,466.80, 4,639.08, 4,818.23, 5,004.54.”

**6. EFFECTIVE PAY PERIOD 1, 2020 (December 29, 2019)**

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position will receive the following rates of pay:

Pay Range 831

Hourly	37.03	38.43	39.88	41.39	42.96	44.59
Biweekly	2,962.65	3,074.27	3,190.46	3,311.21	3,436.77	3,567.45
Annual	77,240.52	80,150.61	83,179.85	86,327.97	89,601.50	93,008.52



Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,981.97, 3,093.61, 3,209.79, 3,330.54, 3,456.14, 3,586.79.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,006.18, 3,117.83, 3,233.97, 3,354.75, 3,480.33, 3,610.99.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,015.89, 3,127.49, 3,243.65, 3,364.43, 3,489.99, 3,620.67.”

Pay Range 835

Hourly	39.97	41.51	43.12	44.79	46.52	48.33
Biweekly	3,197.41	3,320.88	3,449.35	3,582.84	3,721.74	3,866.00
Annual	83,361.04	86,580.08	89,929.48	93,409.76	97,031.08	100,792.14

Amend footnote designation “1/” which should read as follows: “1/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,216.47, 3,339.90, 3,468.36, 3,601.85, 3,740.79, 3,885.03.”

Amend footnote designation “2/” which should read as follows: “2/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,240.25, 3,363.68, 3,492.14, 3,625.67, 3,764.55, 3,908.82.”

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,249.77, 3,373.19, 3,501.66, 3,635.17, 3,774.09, 3,918.33.”

Pay Range 836

Hourly	41.51	43.12	44.79	46.52	48.33	50.20
Biweekly	3,320.88	3,449.35	3,582.84	3,721.74	3,866.00	4,016.21
Annual	86,580.08	89,929.48	93,409.76	97,031.08	100,792.14	104,708.33

Amend footnote designation “3/” which should read as follows: “3/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,339.90, 3,468.36, 3,601.85, 3,740.79, 3,885.03, 4,035.24.”

Amend footnote designation “4/” which should read as follows: “4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,363.68, 3,492.14, 3,625.67, 3,764.55, 3,908.82, 4,059.04.”

Amend footnote designation “5/” which should read as follows: “5/ Effective Pay Period 1, 2020,



an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,373.19, 3,501.66, 3,635.17, 3,774.09, 3,918.33, 4,068.56."

Pay Range 839

Hourly	46.52	48.33	50.20	52.16	54.19	56.30
Biweekly	3,721.74	3,866.00	4,016.21	4,172.41	4,334.91	4,503.80
Annual	97,031.08	100,792.14	104,708.33	108,780.69	113,017.29	117,420.50

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2020, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 3,740.79, 3,885.03, 4,035.24, 4,191.40, 4,353.94, 4,522.82."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,764.55, 3,908.82, 4,059.04, 4,215.21, 4,377.69, 4,546.61."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 3,774.09, 3,918.33, 4,068.56, 4,224.70, 4,387.23, 4,556.14."

Pay Range 842

Hourly	52.16	54.19	56.30	58.49	60.78	63.15
Biweekly	4,172.41	4,334.91	4,503.80	4,679.54	4,862.26	5,052.29
Annual	108,780.69	113,017.29	117,420.50	122,002.29	126,766.06	131,720.41

Amend footnote designation "2/" which should read as follows: "2/ Effective Pay Period 1, 2014, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 4,191.40, 4,353.94, 4,522.82, 4,698.55, 4,881.27, 5,071.34."

Amend footnote designation "3/" which should read as follows: "3/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 4,215.21, 4,377.69, 4,546.61, 4,722.36, 4,905.08, 5,095.10."

Amend footnote designation "4/" which should read as follows: "4/ Effective Pay Period 1, 2020, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 4,224.70, 4,387.23, 4,556.14, 4,731.86, 4,914.59, 5,104.63."

A fiscal note that reflects the cost of the proposed amendments is included in file #170439.

We recommend adoption of the attached amendments to the Salary Ordinance.



Sincerely,



Nicole M. Fleck  
Labor Negotiator

cc: Joann Bielinski  
Cynthia Ratliff  
Derek Reilly  
Lindsey O'Connor  
Renee Keinert  
Thomas Klusman

NMF  
Sal Ord Ltr\_MPSO  
Labr/MPSO/2018 Negotiations/Implementation

