

..Number

171601

..Version

SUBSTITUTE 1

..Reference

170680, 171599, 171600, 171651

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2018 rates of pay of offices and positions in the City Service.

..Analysis

This substitute ordinance changes the rates of pay in the following departments:

Department of City Development, Health Department, Library, Police Department, Department of Public Works

..Body

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

**Part 1.** Part 1, Section 1 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2018 - December 31, 2017):

Under Pay Range 1EX, delete the title of “Communicable Disease and Immunization Supervisor (10)” and add the title “Environmental Health Services Manager (10)”.

Under Pay Range 1LX, delete the title “Assistant Executive Director-Secretary RACM”, add the title “Assistant Director – Redevelopment Authority (1)”, and add footnote “(1)” to read:

“(1) David Misky is authorized at the rate of \$4,861.53 biweekly.”

Under Pay Range 1IX, add footnote designation “(7)” to the title “Development Projects Manager” and add footnote “(7)” to read:

“(7) Lori Lutzka is authorized at the rate of \$4,014.47 biweekly.”

**Part 2.** Part 1, Section 2 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2018 - December 31, 2017):

Under Pay Range 2CN, add the title “Arts Project Coordinator (6)”.

Under Pay Range 2LX, add footnote designation “(4)” to the title “Development Projects Coordinator” and add footnote “(4)” to read:

“(4) Kein Burton is authorized at the rate of \$3,830.68 biweekly.”

Under Pay Range 2JX, add footnote designation “(4)” to the title “Marketing and Communications Officer”, add the title “Economic Development Specialist-Lead (5)”, delete the title “Lead Economic Development Specialist”, and add footnotes “(4)” and “(5)” to read:

“(4) James Fleming is authorized at the rate of \$3,296.63 biweekly.”

“(5) Dan Casanova is authorized at the rate of \$3,379.34 biweekly.”

Under Pay Range 2GX, add footnote designation “(9)” to the title “Real Estate Specialist (4)”, add footnote designation “(10)” to the title “Environmental Project Coordinator-Senior”, and add footnotes “(9)” and “(10)” to read:

“(9) Benjamin Timm is authorized at the rate of \$2,792.23 biweekly.”

“(10) Tory Kress is authorized at the rate of \$2,739.20 biweekly and Mathew Reimer is authorized at the rate of \$2,006.53 biweekly.”

**Part 3.** Part 1, Section 2 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 2, 2018 - January 14, 2018):

Under Pay Range 2IX, add the title of “Substance Abuse Prevention and Control Program Manager”.

Under Pay Range 2MX, delete the title of “Substance Abuse Program Manager” and footnote “(4)”.

**Part 4.** Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (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 he 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.”

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 he 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.”

**Part 5.** Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (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.”

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.”

**Part 6.** Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (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.”

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.”

**Part 7.** Part 1, Section 5 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2018 - December 31, 2017):

Under Pay Range 5BN, delete the title of “Health Project Assistant-DAD”.

**Part 8.** Part 1, Section 8 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 8BN, delete the title “Custodial Worker I”.

Under Pay Range 8EN, delete the titles “Boiler-Custodial Worker (4)”, “Hydrant Service Worker (5)”, “Laboratory Assistant II”, “Special Service Laborer (5)”, and footnote “(4)”.

Under Pay Range 8FN, delete the titles “Asphalt Plant Operator (4)”, “Boiler Operator”, “Bridge Laborer I”, “Bridge Laborer II (4)”, “Labor Crew Leader I (6)”, “Maintenance Worker”, “Mason Helper (4)”, “Pipe Layer”, “Traffic Sign Worker I”, “Water Maintenance Worker (5)”, and footnote “(6)”.



Under Pay Range 8GN, delete the titles “Meter Shop Utility Worker (2)”, “Pipe Yard Crew Leader (2)”, and “Sanitation Crew Leader”.

Under Pay Range 8HN, delete the title “Truck Driver (Over 3.5 Tons)”.

Under Pay Range 8IN, delete the titles “Library Driver (4)”, “Sewer Crew Leader III (3)”, “Water Distribution Tapping Specialist (3)”, and footnote “(4)”.

**Part 9.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 10.** The provisions of Parts 1, 2, 4 and 7 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2018 (December 31, 2017).

**Part 11.** The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 2, 2018 (January 14, 2018).

**Part 12.** The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2019 (December 30, 2018).

**Part 13.** The provisions of Parts 6 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2020 (December 29, 2019).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

**Part 14.** This ordinance will take effect and be in force from and after its passage and publication.

..Drafter  
City Clerk's Office  
Chris Lee  
02/19/18

Clerical Corrections 03/02/18 Chris Lee