



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

January 3, 2019

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 2018-2019 Memorandum of Understanding between the City of Milwaukee and the Milwaukee Police Association, we request your approval of the following amendments to Part I, Section 4 of the Salary Ordinance.

SALARY ORDINANCE AMENDMENTS
(Part I, Section 4, Milwaukee Police Association)

4B-Pay Range 801

Official Rate Biweekly

POLICE OFFICER (1) (2) (3) (4) (5) (6) (7) (8)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	30.24	33.07	36.74	38.15	40.31
Biweekly	2,419.08	2,645.84	2,939.29	3,051.86	3,225.11
Annual	63,068.87	68,980.83	76,631.49	79,566.35	84,083.22

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	30.49	33.32	36.99	38.40	40.56
Biweekly	2,438.88	2,665.67	2,959.07	3,071.65	3,244.94
Annual	63,585.08	69,497.82	77,147.18	80,082.30	84,600.22



- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	30.80	33.63	37.30	38.70	40.87
Biweekly	2,463.63	2,690.40	2,983.82	3,096.39	3,269.66
Annual	64,230.35	70,142.57	77,792.45	80,727.31	85,244.71

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	30.92	33.75	37.42	38.83	40.99
Biweekly	2,473.54	2,700.31	2,993.73	3,106.29	3,279.59
Annual	64,488.72	70,400.94	78,050.82	80,985.42	85,503.59

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:

Hourly	21.54	28.72	31.41	34.89	36.23	38.29
Biweekly	1,723.10	2,297.47	2,512.84	2,791.53	2,898.42	3,062.98
Annual	44,923.68	59,898.32	65,513.33	72,779.17	75,565.95	79,856.26

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	28.95	31.65	35.13	36.47	38.52
Biweekly	2,316.28	2,531.65	2,810.33	2,917.22	3,081.79
Annual	60,388.73	66,003.73	73,269.32	76,056.09	80,346.67

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	29.25	31.94	35.42	36.76	38.82
Biweekly	2,339.78	2,555.16	2,833.82	2,940.72	3,105.30
Annual	61,001.41	66,616.67	73,881.73	76,668.77	80,959.61

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	29.36	32.06	35.54	36.88	38.93
Biweekly	2,349.18	2,564.54	2,843.20	2,950.14	3,114.69
Annual	61,246.48	66,861.22	74,126.28	76,914.36	81,204.42

- (7) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
 (8) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

4C-Pay Range 804

Official Rate Biweekly

COURT LIAISON OFFICER (2) (3) (4) (5) (6) (7)
FORENSIC INVESTIGATOR (2) (3) (4) (5) (6) (7)
POLICE ALARM OPERATOR (1) (2) (3) (4) (6) (7)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the

City/MPA labor agreement:

Hourly	39.20	40.41	41.68
Biweekly	3,135.86	3,233.00	3,334.30
Annual	81,756.35	84,288.93	86,929.96

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.45	40.66	41.93
Biweekly	3,155.64	3,252.79	3,354.09
Annual	82,272.04	84,804.88	87,445.92

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	39.76	40.97	42.24
Biweekly	3,180.43	3,277.54	3,378.83
Annual	82,918.35	85,450.15	88,090.92

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	39.88	41.09	42.36
Biweekly	3,190.32	3,287.45	3,388.73
Annual	83,176.20	85,708.52	88,349.03

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:

Hourly	37.23	38.38	39.58
Biweekly	2,978.19	3,070.47	3,166.67
Annual	77,645.67	80,051.54	82,559.61

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	37.46	38.62	39.82
Biweekly	2,997.00	3,089.26	3,185.46
Annual	78,136.07	80,541.42	83,049.49

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	37.76	38.91	40.11
Biweekly	3,020.53	3,112.76	3,208.97
Annual	78,749.53	81,154.10	83,662.43

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	37.87	39.03	40.23
Biweekly	3,029.92	3,122.16	3,218.35
Annual	78,994.34	81,399.17	83,906.98

- (7) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

4F-Pay Range 808

Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)
DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)
FORENSIC VIDEO EXAMINER (1) (2) (3) (4) (5) (6)
LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)
POLICE LIAISON OFFICER (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	41.22	42.82	44.47
Biweekly	3,297.99	3,425.32	3,557.84
Annual	85,983.31	89,302.98	92,757.97

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	41.47	43.06	44.72
Biweekly	3,317.78	3,445.14	3,577.62
Annual	86,499.26	89,819.72	93,273.66

(2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	41.78	43.37	45.03
Biweekly	3,342.55	3,469.87	3,602.39
Annual	87,145.05	90,464.47	93,919.45

(3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	41.91	43.50	45.15
Biweekly	3,352.46	3,479.76	3,612.29
Annual	87,403.42	90,722.31	94,177.56

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:

Hourly	39.15	40.66	42.24
Biweekly	3,132.18	3,253.10	3,378.97
Annual	81,660.41	84,812.96	88,094.57

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.39	40.90	42.47
Biweekly	3,150.98	3,271.93	3,397.75
Annual	82,150.55	85,303.89	88,584.19

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	39.68	41.19	42.77
Biweekly	3,174.50	3,295.42	3,421.27
Annual	82,763.75	85,916.31	89,197.39

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	39.80	41.31	42.88
Biweekly	3,183.91	3,304.82	3,430.68
Annual	83,009.08	86,161.38	89,442.73

4H-Pay Range 812

Official Rate Biweekly

CHIEF LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)
IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement:

Hourly	44.50	45.96	47.42
Biweekly	3,560.11	3,676.93	3,793.82
Annual	92,817.15	95,862.82	98,910.30

- (1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	44.75	46.21	47.67
Biweekly	3,579.91	3,696.72	3,813.60
Annual	93,333.37	96,378.77	99,426.00

- (2) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	45.06	46.52	47.98
Biweekly	3,604.67	3,721.49	3,838.39
Annual	93,978.89	97,024.56	100,072.31

- (3) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	45.18	46.64	48.10
Biweekly	3,614.56	3,731.37	3,848.28
Annual	94,236.74	97,282.14	100,330.15

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:

Hourly	42.26	43.65	45.04
Biweekly	3,381.11	3,492.06	3,603.08
Annual	88,150.37	91,042.99	93,937.44

- (4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	42.50	43.89	45.27
Biweekly	3,399.92	3,510.89	3,621.88
Annual	88,640.77	91,533.92	94,427.58

- (5) **Bachelor's Degree** – (an employee who has attained and maintained)

Hourly	42.79	44.18	45.57
Biweekly	3,423.43	3,534.38	3,645.41
Annual	89,253.71	92,146.33	95,041.04

- (6) **Master's Degree or Higher** – (an employee who has attained and maintained)

Hourly	42.91	44.30	45.68
Biweekly	3,432.85	3,543.78	3,654.79
Annual	89,499.30	92,391.41	95,285.59

The costs of these amendments to the Salary Ordinance are included in the fiscal note attached to the resolution approving the Memorandum of Understanding, Common Council File Number 170438.

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

Sincerely,



Nicole M. Fleck
Labor Negotiator

cc: Alba Santiago
Andrea Knickerbocker
Christine Carlson
Renee Keinert

NMF
18-19 Sal Ord Rates
Labr/MPA/2018 Negotiations/Implementation