

# CC #191063 – Actual Salary Ordinance Changes

**REVISED**

## **PART I**

### **SECTION 1: OFFICIALS AND ADMINISTRATORS**

#### **Pay Range 1DX**

Official Rate Biweekly

CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (4) (10)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (7)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (8) (12)
HEALTH PROJECT COORDINATOR – DADS (4) (10)
HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4) (10)
HEALTHCARE ACCESS PROGRAM MANAGER
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY BUSINESS MANAGER
PARKING SERVICES SUPERVISOR (2) (8)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (9)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (8) (11)
SANITATION DISTRICT MANAGER (2) (8)
URBAN FORESTRY MANAGER (2) (8)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

#### **Wage Rate:**

Hourly	26.38	36.93
<b>Biweekly</b>	<b>2,110.18</b>	<b>2,954.08</b>
Annual	54,864.68	76,806.08

- (1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,278.96
Annual	59,252.96

- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at:

Biweekly	2,384.62
Annual	62,000.12

- (5) Recruitment is at:

Biweekly	2,248.55
Annual	58,462.30

- (6) Recruitment is at:

Biweekly	2,543.02
Annual	66,118.52

**Resident Wage Incentive:**

Hourly	27.17	38.03
<b>Biweekly</b>	<b>2,173.49</b>	<b>3,042.70</b>
Annual	56,510.74	79,110.20

- (7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,347.33
Annual	61,030.58

- (8) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (9) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (10) Recruitment is at:

Biweekly	2,456.16
Annual	63,860.16

- (11) Recruitment is at:

Biweekly	2,316.01
Annual	60,216.26

- (12) Recruitment is at:

Biweekly	2,619.31
Annual	68,102.06

**Pay Range 1JX**  
Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (4)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (4) (5)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (5)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (5)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (5)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (6)
ERS – DISABILITY DEPUTY DIRECTOR (2) (5)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORIES DIRECTOR
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER

**Wage Rate:**

Hourly	38.67	54.15
<b>Biweekly</b>	<b>3,093.92</b>	<b>4,331.80</b>
Annual	80,441.92	112,626.80

(1) Recruitment is at:

Biweekly	3,684.62
Annual	95,800.12

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

(3) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,266.81
Annual	84,937.06

**Resident Wage Incentive:**

Hourly	39.83	55.77
<b>Biweekly</b>	<b>3,186.74</b>	<b>4,461.75</b>
Annual	82,855.24	116,005.50

(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

- (5) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (6) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,364.81
Annual	87,485.06

**Pay Range 1GX**

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (14)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (13)
BUILDING CODES ENFORCEMENT MANAGER (2) (13)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (13)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (13)
ELECTRICAL SERVICES MANAGER (1) (4) (12) (15)
FIRE DISPATCH MANAGER (5) (16)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (13)
HEALTH DATA AND EVALUATION DIRECTOR (9) (11) (20) (22)
HEALTH STRATEGY DIRECTOR (2) (13)
HOUSING PROGRAMS MANAGER (6) (17)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (20)
IT SUPPORT SERVICES SUPERVISOR (8) (19)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (13)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (13)
RETIREMENT PLAN MANAGER (2) (13)
SAFETY MANAGER (7) (18)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (20)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (21)

**Wage Rate:**

Hourly	31.94	44.72
<b>Biweekly</b>	<b>2,555.18</b>	<b>3,577.30</b>
Annual	66,434.68	93,009.80

- (1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is at:

Biweekly	3,314.96
Annual	86,188.96

(4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,139.96
Annual	81,638.96

(5) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,685.74
Annual	69,829.24

(6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

(7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

(8) Recruitment may be at any rate in the range with the approval of DER.

(9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

(10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

(11) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

**Resident Wage Incentive:**

Hourly	32.90	46.06
<b>Biweekly</b>	<b>2,631.84</b>	<b>3,684.62</b>
Annual	68,427.84	95,800.12

(12) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$120 per pay period.

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

(14) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(15) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,234.16
Annual	84,088.16

(16) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,766.31
Annual	71,924.06

(17) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(18) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

(19) Recruitment may be at any rate in the range with the approval of DER.

(20) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(21) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(22) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,186.74	4,461.75
Annual	82,855.24	116,005.50

## Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER (6) (13)
BRIDGE MAINTENANCE MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (9)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (9)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
COURT IT MANAGER (6) (13)
DEPUTY COURT ADMINISTRATOR (6) (13)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (12)
EMERGENCY COMMUNICATIONS MANAGER (4) (11)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (8)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (13)
ERS CHIEF FINANCIAL OFFICER (2) (9)
ERS SYSTEMS MANAGER (6) (13)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (9)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (9)

FUNCTIONAL APPLICATIONS MANAGER (3) (10)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (9)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (9)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (9)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (9)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (14)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (9)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (9)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (12)
TRANSPORTATION ENGINEERING PLANNER (5) (12)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (9)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (9)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (5) (12)
WORKER’S COMPENSATION AND SAFETY MANAGER

**Wage Rate:**

Hourly	36.29	50.80
<b>Biweekly</b>	<b>2,903.01</b>	<b>4,064.20</b>
Annual	75,478.26	105,669.20

(1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,785.51
Annual	98,423.26

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

(3) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

- (4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

- (5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

- (6) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

- (7) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,334.13
Annual	86,687.38

### Resident Wage Incentive:

Hourly	37.38	52.33
<b>Biweekly</b>	<b>2,990.10</b>	<b>4,186.13</b>
Annual	77,742.60	108,839.38

- (8) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,899.08
Annual	101,376.08

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

- (10) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

- (11) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

- (12) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

- (13) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

- (14) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,434.15
Annual	89,287.90



## SECTION 2: PROFESSIONALS

### Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
AUDITOR
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (8) (17)
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (8) (17)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (16)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (5) (14)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (4) (13)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (9) (18)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (15)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

### Wage Rate:

Hourly	24.74	34.65
<b>Biweekly</b>	<b>1,979.57</b>	<b>2,771.65</b>
Annual	51,468.82	72,062.90

- (1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

- (2) Recruitment is at:

Biweekly	2,314.33
Annual	60,172.58

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

(4) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

and may be up to the following rate with the approval of DER:

Biweekly	2,296.40
Annual	59,706.40

(5) Recruitment is at:

Biweekly	2,183.35
Annual	56,767.10

(6) Benjamin Timm is authorized at the following rate:

Biweekly	2,792.23
Annual	72,597.98

(7) Tory Kress is authorized at the following rate:

Biweekly	2,800.80
Annual	72,820.80

(8) Recruitment may be at any rate in the pay range with the approval of DER.

(9) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

**Resident Wage Incentive:**

Hourly	25.49	35.69
<b>Biweekly</b>	<b>2,038.96</b>	<b>2,854.80</b>
Annual	53,012.96	74,224.80

(10) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(11) Recruitment is at:

Biweekly	2,383.76
Annual	61,977.76

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

(13) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

and may be up to the following rate with the approval of DER:

Biweekly	2,365.29
Annual	61,497.54

(14) Recruitment is at:

Biweekly	2,248.85
Annual	58,470.10

(15) Benjamin Timm is authorized at the following rate:

Biweekly	2,876.00
Annual	74,776.00

(16) Tory Kress is authorized at the following rate:

Biweekly	2,884.82
Annual	75,005.32

(17) Recruitment may be at any rate in the pay range with the approval of DER.

(18) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

## Pay Range 2LX

Official Rate Biweekly

BUDGET AND POLICY MANAGER
CAPITAL AND DEBT SPECIALIST
DEVELOPMENT PROJECTS COORDINATOR
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (2) (4)
ERS SERVER ADMINISTRATOR (2) (4)
ERS SOFTWARE DEVELOPER (2) (4)
FMIS PROJECT MANAGER
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER
SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (3)

## Wage Rate:

Hourly	34.05	47.67
<b>Biweekly</b>	<b>2,724.12</b>	<b>3,813.63</b>
Annual	70,827.12	99,154.38

(1) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,029.19
Annual	78,758.94

(2) Recruitment may be at any point in the range with DER approval.

## Resident Wage Incentive:

Hourly	35.07	49.10
<b>Biweekly</b>	<b>2,805.84</b>	<b>3,928.04</b>
Annual	72,951.84	102,129.04

(3) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,120.07
Annual	81,121.82

Recruitment may be at any point in the range with DER approval.

## SECTION 3: TECHNICIANS

### Pay Range 3BN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN I
ENGINEERING TECHNICIAN I
GEOGRAPHIC INFORMATION TECHNICIAN I
SANITATION INSPECTOR (1) (2)
TELEVISION PRODUCTION SPECIALIST I

### Wage Rate:

Hourly	15.91	19.22
<b>Biweekly</b>	<b>1,273.15</b>	<b>1,537.30</b>
Annual	33,101.90	39,969.80

(1) Recruitment is at:

Biweekly	1,394.31
Annual	36,252.06

### Resident Wage Incentive:

Hourly	16.39	19.79
<b>Biweekly</b>	<b>1,311.34</b>	<b>1,583.42</b>
Annual	34,094.84	41,168.92

(2) Recruitment is at:

Biweekly	1,436.14
Annual	37,339.64

## SECTION 6: ADMINISTRATIVE SUPPORT

### Pay Range 6HN

Official Rate Biweekly

ACCOUNTING ASSISTANT II (2) (6)
ACCOUNTING PROGRAM ASSISTANT I
ADMINISTRATIVE ASSISTANT II (2) (6)
ARCHIVES TECHNICIAN (2) (6)
COMMUNICATIONS ASSISTANT III (2) (6)
COPY CATALOGING TECHNICIAN II (2) (6)

COURT SERVICES ASSISTANT IV (2) (6)
CUSTOMER SERVICE REPRESENTATIVE III (2) (4) (6) (8)
INVENTORY ASSISTANT II (1) (5)
INVENTORY CONTROL ASSISTANT II
INVENTORY CONTROL ASSISTANT III (2) (6)
LIBRARY CIRCULATION ASSISTANT III (2) (6)
OFFICE ASSISTANT IV (2) (6)
PERSONNEL PAYROLL ASSISTANT II (2) (6)
POLICE DISTRICT ADMINISTRATIVE ASSISTANT (2) (6)
TELLER (2) (3) (6) (7)
TOW LOT ASSISTANT III (2) (6)
UCC CUSTOMER SERVICE REPRESENTATIVE III (2) (6)

**Wage Rate:**

Hourly	17.83	20.13
<b>Biweekly</b>	<b>1,426.14</b>	<b>1,610.13</b>
Annual	37,079.64	41,863.38

(1) Recruitment is at:

Biweekly	1,440.63
Annual	37,456.38

(2) Recruitment is at:

Biweekly	1,455.01
Annual	37,830.26

(3) Paula Look is authorized at the following rate:

Biweekly	1,668.88
Annual	43,390.88

(4) An employee in DPW-Water Works who is designated by the Water Works Superintendent to be a lead worker shall receive an additional 5% while performing those functions.

**Resident Wage Incentive:**

Hourly	18.36	20.73
<b>Biweekly</b>	<b>1,468.92</b>	<b>1,658.43</b>
Annual	38,191.92	43,119.18

(5) Recruitment is at:

Biweekly	1,483.85
Annual	38,580.10

(6) Recruitment is at:

Biweekly	1,498.66
Annual	38,965.16

(7) Paula Look is authorized at the following rate:

Biweekly	1,718.95
Annual	44,692.70

An employee in DPW-Water Works who is designated by the Water Works Superintendent to be a lead worker shall receive an additional 5% while performing those functions.