

CC #191911 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1HX

Official Rate Biweekly

| |
|---|
| ADMINISTRATIVE SERVICES MANAGER |
| ASSOCIATE DIRECTOR |
| BUDGET AND MANAGEMENT REPORTING MANAGER |
| BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (7) |
| BUSINESS SYSTEMS MANAGER (2) (8) |
| CITY PAYROLL MANAGER |
| DATABASE ADMINISTRATOR |
| ELECTION SERVICES MANAGER |
| ELECTRICAL SERVICES MANAGER – SENIOR (4) (10) |
| FACILITIES MANAGER |
| FIRE AND POLICE COMMISSION CHIEF OF STAFF |
| FIRE INFORMATION SYSTEMS MANAGER (6)(12) |
| FLEET OPERATIONS MANAGER |
| FLEET REPAIRS MANAGER |
| GIS DEVELOPER – PROJECT LEADER |
| HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (7) |
| HUMAN RESOURCES ADMINISTRATOR |
| IT PROJECT MANAGER |
| LEGISLATIVE REFERENCE BUREAU MANAGER (5) (11) |
| LIBRARY PUBLIC SERVICES AREA MANAGER |
| LICENSE DIVISION MANAGER |
| POLICE BUDGET AND ADMINISTRATION MANAGER |
| REAL ESTATE DEVELOPMENT SERVICES MANAGER |
| SANITATION AREA MANAGER |
| TAX BILLING AND COLLECTION MANAGER |
| URBAN FORESTRY DISTRICT MANAGER |
| WATER PLANT AUTOMATION MANAGER (3) (9) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.05 | 47.67 |
| Biweekly | 2,724.12 | 3,813.63 |
| Annual | 70,827.12 | 99,154.38 |

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

(2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,314.96 |
| Annual | 86,188.96 |

(3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,210.81 |
| Annual | 83,481.06 |

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

| | |
|----------|-----------|
| Biweekly | 3,202.76 |
| Annual | 83,271.76 |

(5) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,230.77 |
| Annual | 84,000.02 |

(6) Recruitment may be at any rate in the pay range with DER and FPC Chair approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.07 | 49.10 |
| Biweekly | 2,805.84 | 3,928.04 |
| Annual | 72,951.84 | 102,129.04 |

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

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,414.41 |
| Annual | 88,774.66 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,307.13 |
| Annual | 85,985.38 |

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

| | |
|----------|-----------|
| Biweekly | 3,298.84 |
| Annual | 85,769.84 |

(11) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,327.69 |
| Annual | 86,519.94 |

(12) Recruitment may be at any rate in the pay range with DER and FPC Chair approval.

Pay Range 1IX

Official Rate Biweekly

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|--|
| ACCOUNTING MANAGER |
| ARCHITECTURAL PROJECT MANAGER |
| AUDIT MANAGER (6) (14) |
| BRIDGE MAINTENANCE MANAGER |
| BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (10) |
| CITY PLANNING MANAGER |
| CLINIC OPERATIONS DIRECTOR (2) (10) |
| CONSTRUCTION MANAGEMENT ENGINEER |

| |
|---|
| CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR |
| COURT IT MANAGER (6) (14) |
| DEPUTY COURT ADMINISTRATOR (6) (14) |
| DEVELOPMENT PROJECTS MANAGER |
| ELECTRICAL ENGINEER – SENIOR (5) (13) |
| EMERGENCY COMMUNICATIONS MANAGER (4) (12) |
| ENTERPRISE RESOURCE PLANNING MANAGER |
| ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (9) |
| ERS APPLICATIONS DEVELOPMENT MANAGER (6) (14) |
| ERS CHIEF FINANCIAL OFFICER (2) (10) |
| ERS SYSTEMS MANAGER (6) (14) |
| FINANCE AND ADMINISTRATION MANAGER |
| FIRE AND POLICE COMMISSION AUDIT MANAGER (8) (16) |
| FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (10) |
| FIRE INFORMATION TECHNOLOGY MANAGER (2) (10) |
| FUNCTIONAL APPLICATIONS MANAGER (3) (11) |
| GRANTS FISCAL MANAGER |
| HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (10) |
| HOMELAND SECURITY DIRECTOR |
| HUMAN RESOURCES MANAGER |
| INFORMATION SERVICES MANAGER |
| INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (10) |
| MANAGEMENT CIVIL ENGINEER – SENIOR |
| MANAGEMENT ENGINEER |
| MATERNAL AND CHILD HEALTH DIRECTOR (2) (10) |
| MECHANICAL ENGINEER IV |
| NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER |
| PERMIT AND DEVELOPMENT CENTER MANAGER (2) (10) |
| PORT OPERATIONS MANAGER |
| PUBLIC HEALTH NURSING DIRECTOR |
| REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (15) |
| REVENUE AND FINANCIAL SERVICES SPECIALIST |
| SEWER SERVICES MANAGER |
| SPECIAL ENFORCEMENT MANAGER (2) (10) |
| STREETCAR SYSTEM MANAGER |
| STRUCTURAL DESIGN MANAGER |
| SYSTEMS INTEGRATION MANAGER (2) (10) |
| TELECOMMUNICATIONS MANAGER |
| TRAFFIC CONTROL ENGINEER IV |
| TRAFFIC ENGINEER – SENIOR (5) (13) |
| TRANSPORTATION ENGINEERING PLANNER (5) (13) |
| VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (10) |
| WATER DISTRIBUTION MANAGER |
| WATER FINANCIAL MANAGER (2) (10) |
| WATER INFORMATION TECHNOLOGY MANAGER |
| WATER PLANTS OPERATIONS MANAGER (5) (13) |
| WORKER'S COMPENSATION AND SAFETY MANAGER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 36.29 | 50.80 |
| Biweekly | 2,903.01 | 4,064.20 |
| 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 |

- (8) Recruitment may be at any rate in the range with the approval of DER and the Fire and Police Commission Chair.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 37.38 | 52.33 |
| Biweekly | 2,990.10 | 4,186.13 |
| Annual | 77,742.60 | 108,839.38 |

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

| | |
|----------|------------|
| Biweekly | 3,899.08 |
| Annual | 101,376.08 |

- (10) 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.

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

| | |
|----------|-----------|
| Biweekly | 3,324.98 |
| Annual | 86,449.48 |

- (12) 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 |

(13) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,367.31 |
| Annual | 87,550.06 |

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

(15) 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 |

(16) Recruitment may be at any rate in the range with the approval of DER and the Fire and Police Commission Chair.

Pay Range 1JX

Official Rate Biweekly

| |
|--|
| ASSESSMENT APPEALS DIRECTOR (1) (4) |
| ASSESSMENT OPERATIONS DIRECTOR (1) (2) (4) (5) |
| ASSOCIATE LIBRARY DIRECTOR – TECHNICAL SERVICES (2) (5) |
| ASSOCIATE LIBRARY DIRECTOR – OPERATIONS (2) (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 |
| Biweekly | 3,093.92 | 4,331.80 |
| 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 |
| Biweekly | 3,186.74 | 4,461.75 |
| 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 |

SECTION 2: PROFESSIONALS

Pay Range 2FX

Official Rate Biweekly

| |
|--|
| ASSOCIATE AUDITOR (6) (12) |
| BUDGET AND MANAGEMENT ANALYST – SENIOR |
| CERTIFICATION AND COMMUNICATIONS COORDINATOR |
| CLAIMS ADJUSTER SPECIALIST |
| COMMUNITY OUTREACH PROJECT LIAISON |
| COMPLIANCE PROGRAMS COORDINATOR |
| DIVERSITY RECRUITER |
| DPW OPERATIONS BUSINESS ANALYST |
| EVENTS AND OUTREACH COORDINATOR |
| FINANCE SPECIALIST |
| FIRE AND POLICE COMMISSION AUDITOR |
| HUMAN RESOURCES ANALYST – SENIOR (5) (11) |
| INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR |
| LABOR RELATIONS ANALYST – SENIOR |
| LEAD PROJECT COORDINATOR (CDBG) |

| |
|--|
| PERMITS AND COMMUNICATIONS SPECIALIST |
| PERSONNEL ANALYST – SENIOR |
| PURCHASING AGENT - SENIOR (4) (10) |
| RESEARCH AND POLICY ANALYST |
| RECRUITER |
| SAFETY SPECIALIST – SENIOR (1) (2) (3) (7) (8) (9) |
| SANITATION PROJECT ANALYST (1) (7) |
| WATER CLAIMS SPECIALIST |
| WATER MARKETING SPECIALIST |
| WORKFORCE OUTREACH SPECIALIST |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.40 | 32.51 |
| Biweekly | 1,871.92 | 2,600.60 |
| Annual | 48,669.92 | 67,615.60 |

- (1) 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.
- (2) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,979.57 |
| Annual | 51,468.82 |

- (3) Additional 5% when assigned lead or supervisory assignments.
- (4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
- (5) Recruitment may be at any rate in the range with the approval of DER.
- (6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.10 | 33.48 |
| Biweekly | 1,928.08 | 2,678.62 |
| Annual | 50,130.08 | 69,644.12 |

- (7) 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.
 - (8) Recruitment is at:
- | | |
|----------|-----------|
| Biweekly | 2,038.96 |
| Annual | 53,012.96 |
- (9) Additional 5% when assigned lead or supervisory assignments.
 - (10) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.
 - (11) Recruitment may be at any rate in the range with the approval of DER.
 - (12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER

approval.

Pay Range 2GX

Official Rate Biweekly

| |
|--|
| ACCOUNTANT III |
| ACCOUNTING SPECIALIST |
| ASSOCIATE IT AUDITOR (10) (20) |
| AUDITOR (10) (20) |
| BUDGET AND MANAGEMENT ANALYST – LEAD |
| BUSINESS OPERATIONS SPECIALIST (8) (18) |
| COMPROLLER NETWORK ANALYST |
| CONTRACT COMPLIANCE OFFICER |
| DATABASE ASSOCIATE (8) (18) |
| ECONOMIC DEVELOPMENT SPECIALIST |
| ENVIRONMENTAL POLICY ANALYST |
| ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (17) |
| FINANCIAL SYSTEMS ANALYST |
| GIS DEVELOPER |
| GRANT MONITOR |
| INTERNET SERVICES COORDINATOR |
| INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12) |
| IT PROJECT COORDINATOR (5) (15) |
| LEGISLATIVE FISCAL ANALYST – SENIOR |
| LIBRARIAN IV (4) (14) |
| MANAGEMENT AND ACCOUNTING OFFICER |
| NETWORK COORDINATOR – SENIOR (1) (3) (11) (13) |
| PARKING CITATION REVIEW MANAGER |
| PENSION ACCOUNTING SPECIALIST |
| PROCUREMENT SPECIALIST (9) (19) |
| PROGRAM MANAGER |
| REAL ESTATE SPECIALIST (6) (16) |
| STAFF ASSISTANT |
| STAFF ASSISTANT TO THE MAYOR |
| SYSTEMS ANALYST – ASSOCIATE |
| TELECOMMUNICATIONS ANALYST – ASSOCIATE |
| WORKFORCE DEVELOPMENT COORDINATOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.74 | 34.65 |
| Biweekly | 1,979.57 | 2,771.65 |
| 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.

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.49 | 35.69 |
| Biweekly | 2,038.96 | 2,854.80 |
| Annual | 53,012.96 | 74,224.80 |

(11) 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 |

(12) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,383.76 |
| Annual | 61,977.76 |

(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 | 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 |

(15) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,248.85 |
| Annual | 58,470.10 |

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

| | |
|----------|-----------|
| Biweekly | 2,876.00 |
| Annual | 74,776.00 |

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

| | |
|----------|-----------|
| Biweekly | 2,884.82 |
| Annual | 75,005.32 |

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

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

(20) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2HN

Official Rate Biweekly

| |
|--|
| BOILER INSPECTOR (11) (24) |
| BUILDING CONSTRUCTION INSPECTOR (11) (24) |
| CHEMIST – SENIOR (12) (25) |
| ELECTRICAL INSPECTOR (11) (24) |
| ELEVATOR INSPECTOR (11) (24) |
| FACILITIES CONSTRUCTION PROJECT COORDINATOR (8) (21) |
| FACILITIES MAINTENANCE COORDINATOR (8) (21) |
| FORENSIC BALLISTICS SPECIALIST (12) (25) |
| IT SUPPORT SPECIALIST – LEAD (9) (22) |
| LABORATORY INFORMATION SYSTEMS SPECIALIST (10) (23) |
| MICROBIOLOGIST – SENIOR (12) (25) |
| NETWORK ANALYST – SENIOR (1) (14) |
| PLUMBING INSPECTOR (11) (24) |
| SENIOR PROPERTY APPRAISER 1 (2) (6) (7) (15) (19) (20) |
| SENIOR PROPERTY APPRAISER 2 (3) (6) (7) (16) (19) (20) |
| SENIOR PROPERTY APPRAISER 3 (4) (6) (7) (17) (19) (20) |
| SENIOR PROPERTY APPRAISER 4 (5) (6) (7) (18) (19) (20) |
| SPRINKLER CONSTRUCTION INSPECTOR (11) (24) |
| VIROLOGIST – SENIOR (12) (25) |
| WATER CHEMIST PROJECT LEADER (13) (26) |
| WATER MICROBIOLOGIST – SENIOR (12) (25) |

| |
|--|
| WATER QUALITY ASSURANCE SPECIALIST (12) (25) |
|--|

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,444.96 |
| Annual | 63,568.96 |

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|-----------|
| Biweekly | 2,651.90 |
| Annual | 68,949.40 |

(2) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,431.99 | 2,580.85 |
| Annual | 63,231.74 | 67,102.03 |

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

(3) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,584.61 | 2,742.81 |
| Annual | 67,199.86 | 71,313.03 |

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

(4) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,746.81 | 2,895.19 |
| Annual | 71,417.06 | 75,274.94 |

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

(5) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,919.18 | 3,097.86 |
| Annual | 75,898.68 | 80,544.36 |

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (6) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.
- (7) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the

required credentials and job performance:

| | | |
|----------|-----------|-----------|
| Biweekly | 3,065.15 | 3,218.41 |
| Annual | 79,693.90 | 83,678.66 |

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,445.18 |
| Annual | 63,574.68 |

(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,444.96 |
| Annual | 63,568.96 |

(10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,359.85 |
| Annual | 61,356.10 |

(11) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

| | | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 2,444.96 | 2,546.78 | 2,648.60 | 2,750.42 | 2,852.24 | 2,954.08 |
| Annual | 63,568.96 | 66,216.28 | 68,863.60 | 71,510.92 | 74,158.24 | 76,806.08 |

(12) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,113.16 |
| Annual | 54,942.16 |

(13) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,254.16 |
| Annual | 58,608.16 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.17 | 38.03 |
| Biweekly | 2,173.49 | 3,042.70 |
| Annual | 56,510.74 | 79,110.20 |

(14) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,518.31 |
| Annual | 65,476.06 |

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|-----------|
| Biweekly | 2,731.46 |
| Annual | 71,017.96 |

(15) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,504.95 | 2,658.28 |
| Annual | 65,128.70 | 69,115.28 |

Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.

- (16) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,662.15 | 2,825.09 |
| Annual | 69,215.90 | 73,452.34 |

Senior Property Appraiser 2 is a promotional opportunity for Senior Property Appraiser 1. The promotional increase shall be to the minimum rate of pay for this title.

- (17) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 2,829.21 | 2,982.05 |
| Annual | 73,559.46 | 77,533.30 |

Senior Property Appraiser 3 is a promotional opportunity for Senior Property Appraiser 1 and 2. The promotional increase shall be to the minimum rate of pay for this title.

- (18) To be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 3,006.76 | 3,190.80 |
| Annual | 78,175.76 | 82,960.80 |

Senior Property Appraiser 4 is a promotional opportunity for all Senior Property Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.

- (19) An employee assigned as a 'Project Lead' or assigned to perform the duties of a higher level title to be paid an additional 5% while performing those duties.
- (20) An employee, when assigned as a 'Lead Property Appraiser' to be paid in the following rates upon certification by the Commissioner of Assessments of having attained and maintained the required credentials and job performance:

| | | |
|----------|-----------|-----------|
| Biweekly | 3,065.15 | 3,218.41 |
| Annual | 79,693.90 | 83,678.66 |

- (21) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,518.54 |
| Annual | 65,482.04 |

- (22) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,518.31 |
| Annual | 65,476.06 |

- (23) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,430.65 |
| Annual | 63,196.90 |

- (24) **Career Ladder Position.** Recruitment is at the minimum the following range. Employees will advance to the next rate in the following range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

| | | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 2,518.31 | 2,623.18 | 2,728.06 | 2,832.93 | 2,937.81 | 3,042.70 |
| Annual | 65,476.06 | 68,202.68 | 70,929.56 | 73,656.18 | 76,383.06 | 79,110.20 |

(25) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,176.55 |
| Annual | 56,590.30 |

(26) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,321.78 |
| Annual | 60,366.28 |

Pay Range 2HX

Official Rate Biweekly

| |
|---|
| ACCOUNTING AND GRANT SPECIALIST (1) (6) |
| ACCOUNTANT LEAD |
| ACCOUNTING SUPERVISOR |
| BENEFITS AND WELLNESS COORDINATOR (4) (9) |
| BUSINESS FINANCE OFFICER |
| BUSINESS SUPPORT LIAISON |
| BUSINESS SYSTEMS SPECIALIST |
| BUDGET AND POLICY SPECIALIST |
| CITY PAYROLL SPECIALIST |
| COMMUNITY ANALYTICS ANALYST |
| COMMUNITY OUTREACH COORDINATOR |
| DATA AND EVALUATION COORDINATOR |
| DATA COMMUNICATIONS SPECIALIST |
| EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR |
| FAMILY INJURY AND VIOLENCE PREVENTION MANAGER |
| FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR |
| FIRE AND POLICE COMMISSION INVESTIGATOR |
| FUNCTIONAL APPLICATIONS ANALYST (2) (7) |
| HUMAN RESOURCES REPRESENTATIVE (4) (9) |
| INFRASTRUCTURE SERVICES PERSONNEL OFFICER |
| IT AUDITOR (5) (10) |
| LABOR RELATIONS REPRESENTATIVE |
| LEAVE ADMINISTRATION COORDINATOR (4) (9) |
| LEGISLATIVE FISCAL ANALYST – LEAD |
| MANAGEMENT SERVICES ANALYST |
| PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR |
| RECAST PROGRAM MANAGER (4) (9) |
| SENIOR AUDITOR (5) (10) |
| SENIOR PLANNER (3) (8) |
| SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (8) |
| STAFF ASSISTANT – COMMON COUNCIL PRESIDENT |
| STAFF ASSISTANT TO THE MAYOR – SENIOR |
| SYSTEMS COORDINATOR |

| |
|--------------------------------|
| VIOLENCE PREVENTION MANAGER |
| WATER SECURITY MANAGER (1) (6) |
| WATER WORKS PERSONNEL OFFICER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,329.60 |
| Annual | 60,569.60 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,307.70 |
| Annual | 60,000.20 |

- (4) 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.
- (5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.17 | 38.03 |
| Biweekly | 2,173.49 | 3,042.70 |
| Annual | 56,510.74 | 79,110.20 |

- (6) Recruitment may be at any rate in the pay range with the approval of DER.
- (7) Recruitment is authorized up to the following rate with the approval of DER:

| | |
|----------|-----------|
| Biweekly | 2,399.49 |
| Annual | 62,386.74 |

- (8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,376.93 |
| Annual | 61,800.18 |

- (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 may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2JX

Official Rate Biweekly

| |
|--|
| BUSINESS SYSTEMS ADMINISTRATOR (2) (7) |
| COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER |
| DATABASE ANALYST (2) (7) |

| |
|---|
| EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7) |
| ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (9) |
| EPIDEMIOLOGIST |
| FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10) |
| GRANT COMPLIANCE MANAGER |
| HUMAN RESOURCES COMPLIANCE OFFICER |
| LABOR RELATIONS OFFICER |
| MARKETING AND COMMUNICATIONS OFFICER (2) (7) |
| MAYOR'S LIAISON OFFICER |
| PORT FINANCE OFFICER |
| PRINCIPAL PLANNER (3) (8) |
| RESOURCE RECOVERY PROGRAM MANAGER (1) (6) |
| RISK MANAGEMENT AND SAFETY OFFICER (2) (7) |
| STAFF ASSISTANT MANAGER |
| STRATEGIC DEVELOPMENT MANAGER |
| SYSTEMS ANALYST – LEAD |
| VIOLENCE PREVENTION RESEARCH COORDINATOR |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.97 | 41.96 |
| Biweekly | 2,397.63 | 3,356.55 |
| Annual | 62,338.38 | 87,270.30 |

- (1) 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.
- (2) Recruitment 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 | 2,705.16 |
| Annual | 70,334.16 |

- (4) Dan Casanova is authorized at the following rate:

| | |
|----------|-----------|
| Biweekly | 3,379.34 |
| Annual | 87,862.84 |

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

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 30.87 | 43.22 |
| Biweekly | 2,469.56 | 3,457.25 |
| Annual | 64,208.56 | 89,888.50 |

- (6) 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.
- (7) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(8) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,786.31 |
| Annual | 72,444.06 |

(9) Dan Casanova is authorized at the following rate:

| | |
|----------|-----------|
| Biweekly | 3,480.72 |
| Annual | 90,498.72 |

(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2KX

Official Rate Biweekly

| |
|---|
| ARCHITECT IV (1) (2) (7) (8) |
| ASSISTANT CITY ATTORNEY II (5) (11) |
| CIVIL ENGINEER IV (1) (2) (7) (8) |
| FISCAL PLANNING SPECIALIST – SENIOR |
| INTERGOVERNMENTAL POLICY MANAGER |
| LONG RANGE PLANNING MANAGER |
| PENSION INVESTMENT ANALYST ASSOCIATE (3) (4) (9) (10) |
| SENIOR IT AUDITOR (6) (12) |
| SPECIAL ASSISTANT TO MAYOR |
| TELECOMMUNICATIONS ENGINEER |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.94 | 44.72 |
| Biweekly | 2,555.18 | 3,577.30 |
| Annual | 66,434.68 | 93,009.80 |

(1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,900.31 |
| Annual | 75,408.06 |

- (2) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12-hour differential as described in Part II of the Salary Ordinance.
- (3) Recruitment may be at any rate in the pay range.
- (4) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement Sys-

- tem – Executive Director and the Annuity and Pension Board.
- (5) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
 - (6) Recruitment may be at any rate in the pay range based up on experience and credentials with DER approval

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 32.90 | 46.06 |
| Biweekly | 2,631.84 | 3,684.62 |
| Annual | 68,427.84 | 95,800.12 |

- (7) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,987.32 |
| Annual | 77,670.32 |

- (8) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12-hour differential as described in Part II of the Salary Ordinance.
- (9) Recruitment may be at any rate in the pay range.
- (10) Compensation may be at any rate in the pay range upon approval of the Employees’ Retirement System – Executive Director and the Annuity and Pension Board.
- (11) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (12) Recruitment may be at any rate in the pay range based up on experience and credentials with DER approval

SECTION 3: TECHNICIANS

Pay Range 3MN

Official Rate Biweekly

| |
|---|
| ELECTRONIC TECHNICIAN (1) (4) |
| MAMMOGRAPHY TECHNOLOGIST (3) (6) |
| VIDEO ELECTRONIC TECHNICIAN |
| WATER PLANT AUTOMATION TECHNICIAN (2) (5) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.16 | 29.34 |
| Biweekly | 1,852.80 | 2,347.05 |
| Annual | 48,172.80 | 61,023.30 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,036.59 |
| Annual | 52,951.34 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,134.35 |
| Annual | 55,493.10 |

Employees with a minimum of four years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,347.05 |
| Annual | 61,023.30 |

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,852.80 | 1,976.36 | 2,099.93 | 2,223.49 | 2,347.05 |
| Annual | 48,172.80 | 51,385.36 | 54,598.18 | 57,810.74 | 61,023.30 |

- (3) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,036.59 |
| Annual | 52,951.34 |

and may be at any rate in the range with approval of DER.

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.85 | 30.22 |
| Biweekly | 1,908.38 | 2,417.46 |
| Annual | 49,617.88 | 62,853.96 |

- (4) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,097.69 |
| Annual | 54,539.94 |

Employees with a minimum of three years of relevant job experience may be appointed at:

| | |
|----------|-----------|
| Biweekly | 2,198.38 |
| Annual | 57,157.88 |

Employees with a minimum of four years of relevant job experience may be appointed at:

- (5) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,908.38 | 2,035.65 | 2,162.93 | 2,290.19 | 2,417.46 |
| Annual | 49,617.88 | 52,926.90 | 56,236.18 | 59,544.94 | 62,853.96 |

- (6) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,097.69 |
| Annual | 54,539.94 |

and may be at any rate in the range with approval of DER.

SECTION 5: PARAPROFESSIONALS

Pay Range 5IN

Official Rate Biweekly

| |
|--|
| ADMINISTRATIVE ASSISTANT IV (1) (10) |
| EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15) |
| FIRE DISPATCHER (3) (7) (8) (12) (16) (17) |
| HUMAN RESOURCES ASSISTANT (1) (10) |
| LIBRARY SECURITY INVESTIGATOR |
| PROGRAM ASSISTANT III (1) (10) |
| REVENUE COLLECTION SPECIALIST (1) (10) |
| WATER PLANT MAINTENANCE ASSISTANT (9) (18) |

Wage Rate:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.28 | 26.28 |
| Biweekly | 1,782.59 | 2,102.67 |
| Annual | 46,347.34 | 54,669.42 |

- (1) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,837.67 |
| Annual | 47,779.42 |

- (2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (3) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,666.38 | 1,782.59 | 1,857.90 | 2,192.36 |
| Annual | 43,325.88 | 46,347.34 | 48,305.40 | 57,001.36 |

- (4) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,258.13 | 2,325.87 |
| Annual | 58,711.38 | 60,472.62 |

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

- (5) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,345.83 | 2,469.93 |
| Annual | 60,991.58 | 64,218.18 |

- (6) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,557.72 | 1,831.07 |
| Annual | 40,500.72 | 47,607.82 |

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 1,886.01 | 1,942.59 |
| Annual | 49,036.26 | 50,507.34 |

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at minimum the following rate when performing those duties.

| | |
|----------|-----------|
| Biweekly | 1,857.90 |
| Annual | 48,305.40 |

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (7) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,258.13 | 2,325.88 |
| Annual | 58,711.38 | 60,472.88 |

- (8) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

| | |
|----------|-----------|
| Biweekly | 2,345.83 |
| Annual | 60,991.58 |

- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,837.65 | 1,890.65 | 1,943.65 | 1,996.65 | 2,049.65 | 2,102.65 |
| Annual | 47,778.90 | 49,156.90 | 50,534.90 | 51,912.90 | 53,290.90 | 54,668.90 |

Resident Wage Incentive:

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.95 | 27.07 |
| Biweekly | 1,836.07 | 2,165.75 |
| Annual | 47,737.82 | 56,309.50 |

- (10) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 1,892.80 |
| Annual | 49,212.80 |

- (11) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
- (12) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

| | | | | |
|----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,666.38 | 1,782.59 | 1,857.90 | 2,192.36 |
| Annual | 43,325.88 | 46,347.34 | 48,305.40 | 57,001.36 |

- (13) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,325.87 | 2,395.65 |
| Annual | 60,472.62 | 62,286.90 |

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.

- (14) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,416.20 | 2,678.62 |
| Annual | 62,821.20 | 69,644.12 |

- (15) The Emergency Communications Operators performing telecommunication duties, which are listed at

the end of this footnote, are to be paid in the following range:

| | | |
|----------|-----------|-----------|
| Biweekly | 1,604.45 | 1,886.00 |
| Annual | 41,715.70 | 49,036.00 |

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 1,942.59 | 2,000.87 |
| Annual | 50,507.34 | 52,022.62 |

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at least the minimum rate below when performing those duties.

| | |
|----------|-----------|
| Biweekly | 1,913.64 |
| Annual | 49,754.64 |

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.

- (16) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

| | | |
|----------|-----------|-----------|
| Biweekly | 2,325.87 | 2,395.66 |
| Annual | 60,472.62 | 62,287.16 |

- (17) A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

| | |
|----------|-----------|
| Biweekly | 2,416.20 |
| Annual | 62,821.20 |

- (18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

| | | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Biweekly | 1,892.78 | 1,947.37 | 2,001.96 | 2,056.55 | 2,111.14 | 2,165.73 |
| Annual | 49,212.28 | 50,631.62 | 52,050.96 | 53,470.30 | 54,889.64 | 56,308.98 |

SECTION 11: ELECTED OFFICIALS

Pay Range EOE

Official Rate Biweekly

| |
|-------------------------|
| 2012-2016 Term |
| MAYOR (1) |
| CITY ATTORNEY (2) |
| CITY TREASURER (3) |
| COMPTROLLER (4) |
| MUNICIPAL JUDGE (5) (6) |
| ALDERMAN (7) (8) |

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 35.20 | 70.83 |
| Biweekly | 2,816.24 | 5,666.76 |
| Annual | 73,222.24 | 147,335.76 |

- (1) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be as follows (Per File #110108):

| | |
|----------|------------|
| Biweekly | 5,666.76 |
| Annual | 147,335.76 |

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

- (2) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall be as follows (Per File #110993):

| | |
|----------|------------|
| Biweekly | 5,666.75 |
| Annual | 147,335.50 |

- (3) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be as follows (Per File #110993):

| | |
|----------|------------|
| Biweekly | 4,386.14 |
| Annual | 114,039.64 |

- (4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be as follows (Per File #110993):

| | |
|----------|------------|
| Biweekly | 4,831.04 |
| Annual | 125,607.04 |

- (5) The salary for Municipal Judges shall be as follows:

| | |
|----------|------------|
| Biweekly | 5,117.27 |
| Annual | 133,049.02 |

Controlling Wis. Stat. 755.05.

- (6) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.

- (7) For the 2012 - 2016 term of office, commencing Pay Period 9, 2012, the salary for members of the

Common Council (Aldermen) shall be as follows (Per File #110108):

| | |
|----------|-----------|
| Biweekly | 2,816.24 |
| Annual | 73,222.24 |

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.

- (8) For the 2012 - 2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase to be as follows (Per File #110108):

| | |
|----------|-----------|
| Biweekly | 3,182.66 |
| Annual | 82,749.16 |

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.