

..Number

201081

..Version

PROPOSED SUBSTITUTE A

..Reference

200536, 191804, 200824, 200938

..Sponsor

THE CHAIR

..Title

A substitute ordinance to further amend the 2021 rates of pay of offices and positions in the City Service.

..Analysis

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

All Departments, Department of City Development, Employees' Retirement System, Fire and Police Commission, Fire Department, Health Department, Police Department

..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 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1EX, delete the title of "Health Communication Officer (3) (17)".

Under Pay Range 1GX, add title of "Long Range Planning Manager".

**Part 2.** Part 1, Section 1 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2020 – December 13, 2020):

Under Pay Range 1IX, add the title of "Public Safety Project Manager (2) (9)".

**Part 3.** Part 1, Section 1 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2021 – December 27, 2020):

Under Pay Range 1MX, add the title of "ERS Operations Director (3) (7)".

**Part 4.** Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2KX, delete the title of "Long Range Planning Manager".

**Part 5.** Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2020 – December 13, 2020):

Under Pay Range 2LX, add the title of “Public Safety Systems Administrator (4) (8)”, renumber footnotes accordingly, and add footnote “(4)” under “Wage Rate:” and footnote “(8)” under “Resident Wage Incentive:” to read:

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

Under Pay Range 2IX, add the title of “Public Safety Geographic Information Analyst (5) (10)”.

**Part 6.** Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2021 – December 27, 2020):

Under Pay Range 2QX, add the title of “Real Estate Compliance Liaison Officer (2) (4)”, renumber footnotes accordingly, and add or amend footnote “(2)” under “Wage Rate:” and footnote “(4)” under “Resident Wage Incentive:” to read:

- (2) Recruitment at any rate in the range with the approval of DER and the Chair of Finance and Personnel.
- (4) Recruitment at any rate in the range with the approval of DER and the Chair of Finance and Personnel.

**Part 7.** Part 1, Section 5 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows

Under Pay Range 5EN, add footnote designations “(5)” and “(10)” to the title of “Police Services Specialist – Investigator (4) (9)”.

**Part 8.** Part 1, Section 5 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 2, 2021 – January 10, 2021):

Under Pay Range 5IN, delete the titles of “Emergency Communications Operator (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)” and “Fire Dispatcher (3) (7) (8)”, add the titles of “911 Telecommunicator (2) (3) (7) (8)” and “911 Dispatcher (2) (4) (7) (9)”, renumber footnotes accordingly, and amend footnotes “(3)” and “(4)” under “Wage Rate:” and footnotes “(8)” and “(9)” under “Resident Wage Incentive:” to read:

- (3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,818.24	2,102.67
Annual	43,325.88	46,347.34	47,274.29	54,669.42

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,871.72
Annual	48,664.71

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,871.72	1,965.31	2,004.62	2,192.36
Annual	48,664.71	51,098.06	52,120.12	57,001.36

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,258.13
Annual	58,711.38

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,345.83
Annual	60,991.58

- (8) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,716.37	1,836.07	1,872.79	2,165.75
Annual	44,625.62	47,737.82	48,692.54	56,309.50

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5% and at minimum the following rate when performing those duties:

Biweekly	1,927.87
Annual	50,124.62

- (9) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment.

Biweekly	1,927.87	2,024.26	2,064.75	2,258.13
Annual	50,124.62	52,630.76	53,683.50	58,711.38

A 911 Dispatcher assigned to classroom training duties in the Police Department is to be paid an additional 5% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5% and at least the following rate when performing those duties:

Biweekly	2,325.87
Annual	60,472.62

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. 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

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,416.20
Annual	62,821.20

**Part 9.** Part 2, Section 8 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Section 8, Holiday Pay, delete current verbiage and replace with the following:

**A. Eligibility:** Unless stated otherwise in a collective bargaining agreement in full force and effect, eligible employees shall receive holiday pay when the employee has been on paid status for at least two work days during the calendar week in which the holiday occurred, or on the work day immediately before and on the work day immediately following said holiday. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension or unauthorized absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff. An employee who is on mandatory furlough shall be regarded as being on 'paid status' for purposes of interpreting this paragraph. A work day, for purposes of this section, shall be defined as an employee's full, assigned and approved, work shift.

**B. Timing:** Whenever Independence Day, July 4, falls on a Saturday, the preceding Friday shall be observed as a holiday. Whenever Independence Day, July 4, falls on a Sunday the following Monday shall be observed as a holiday. Whenever New Year's Day or Christmas Day falls on a Saturday or Sunday, the following Monday shall be observed as a holiday.

**C. Holiday Pay - Full-Time Employees working less than Full-Time:** Employees working a less than full-time schedule due to medical restrictions shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of this provision shall be in accordance with paragraph A, above.

**D. Holiday Pay - Part-Time Employees:** Non-exempt employees who work an average of 20 hours per week on a year-round basis in positions which are budgeted at half-time or more shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with paragraph A, above.

**E. Holiday Pay – Separating Employees:** Employees separating from City service shall be eligible for Holiday Pay as long as the employee has been on paid status at least two work days during the calendar week in which the holiday occurred, one of which must be the day immediately before the holiday. Otherwise administration of this provision shall be in accordance with paragraph A, above.

**Part 10.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 11.** The provisions of Parts 2 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 26, 2020 (December 13, 2020).

**Part 12.** The provisions of Parts 3 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2021 (December 27, 2020).

**Part 13.** The provisions of Part 8 of this ordinance are deemed to be in force and effect from and after Pay Period 2, 2021 (January 10, 2021).

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  
12/08/2020