

February 12, 2010

To The Honorable  
The Committee on Finance  
and Personnel  
Common Council  
City of Milwaukee

RE: File No. 070016

Dear Committee Members:

In order to implement the rates of pay provided in the Base Salary provisions of the 2007-2009 and 2010-2011 collective bargaining agreements between the International Association of Machinists and Aerospace Workers, District No. 10, AFL-CIO, and the City of Milwaukee, we are requesting your approval of the attached amendments to the Salary Ordinance.

The costs associated with these amendments were included in the fiscal note attached to Common Council file #070016.

In view of the foregoing, we recommend adoption of the attached amendments to the Salary Ordinance.

Sincerely,

Troy M. Hamblin  
Labor Negotiator

JJA  
07-09, 10-11 sal ord  
labr\iamaw\Implementation 07-09

Attachments

c: Chuck Schumacher  
Jackie Semons  
Marie Pettigrew  
Melodie Johnson

**EFFECTIVE PAY PERIOD 1, 2007 (DECEMBER 31, 2006)**

**Delete Pay Ranges 722 through 734 and recreate them as follows:**

**Pay Range 722**

Official Biweekly Rate

1,275.44      1,349.11      1,442.19      1,478.03      1,530.54

Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

**Pay Range 724**

Official Biweekly Rate

1,256.44      1,330.64      1,423.68      1,459.39      1,606.05

Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

**Pay Range 726**

Official Biweekly Rate

1,345.33      1,421.22      1,518.03      1,553.69      1,593.74      1,656.58

Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

**Pay Range 732**

Official Biweekly Rate

1,481.68      1572.52      1,682.50      1,737.22      1,811.87

Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW

Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,506.11	1,597.97	1,709.73	1,767.06	1,829.08	1,858.26
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Fire Equipment Machinist

Fire Equipment Compressed Air Technician

Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,506.11	1,597.97	1709.73	1,767.06	1,829.08	1,876.59
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Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications.

## **EFFECTIVE PAY PERIOD 1, 2008 (DECEMBER 30, 2007)**

**Delete Pay Ranges 722 through 734 and recreate them as follows:**

### **Pay Range 722**

Official Biweekly Rate

1,288.19	1,362.60	1,456.61	1,492.81	1,545.85
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Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

### **Pay Range 724**

Official Biweekly Rate

1,269.00	1,343.95	1,437.92	1,473.98	1,622.11
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Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

### **Pay Range 726**

Official Biweekly Rate

1,358.78	1,435.43	1,533.21	1,569.23	1,609.68	1,673.15
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Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

### **Pay Range 732**

Official Biweekly Rate

1,496.50	1,588.25	1,699.33	1,754.59	1,829.99
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Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay

range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,521.17	1,613.95	1,726.83	1,784.73	1,847.37	1,876.84
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Fire Equipment Machinist  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,521.17	1,613.95	1,726.83	1,784.73	1,847.37	1,895.36
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Fire Equipment Welder <sup>1/</sup> 2/  
Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications.

**EFFECTIVE PAY PERIOD 14, 2008 (JUNE 29, 2008)**

**Delete Pay Ranges 722 through 734 and recreate them as follows:**

**Pay Range 722**

Official Biweekly Rate

1,301.07      1,376.23      1,471.18      1,507.74      1,561.31

Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

**Pay Range 724**

Official Biweekly Rate

1,281.69      1,357.39      1,452.30      1,488.72      1,638.33

Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

**Pay Range 726**

Official Biweekly Rate

1,372.37      1,449.78      1,548.54      1,584.92      1,625.78      1,689.88

Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

**Pay Range 732**

Official Biweekly Rate

1,511.47      1,604.13      1,716.32      1,772.14      1,848.29

Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,536.38	1,630.09	1,744.10	1,802.58	1,865.84	1,895.61
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Fire Equipment Machinist  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,536.38	1,630.09	1,744.10	1,802.58	1,865.84	1,914.31
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Fire Equipment Welder <sup>1/</sup> 2/  
Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

**EFFECTIVE PAY PERIOD 1, 2009 (DECEMBER 28, 2008)**

**Delete Pay Ranges 722 through 734 and recreate them as follows:**

**Pay Range 722**

Official Biweekly Rate

1,314.08	1,389.99	1,485.89	1,522.82	1,576.92
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Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

**Pay Range 724**

Official Biweekly Rate

1,294.51	1,370.96	1,466.82	1,503.61	1,654.71
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Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

**Pay Range 726**

Official Biweekly Rate

1,386.09	1,464.28	1,564.03	1,600.77	1,642.04	1,706.78
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Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

**Pay Range 732**

Official Biweekly Rate

1,526.58	1,620.17	1,733.48	1,789.86	1,866.77
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Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay



range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,551.74	1,646.39	1,761.54	1,820.61	1,884.50	1,914.57
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Fire Equipment Machinist  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,551.74	1,646.39	1,761.54	1,820.61	1,884.50	1,933.45
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Fire Equipment Welder <sup>1/</sup> 2/  
Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

**EFFECTIVE PAY PERIOD 14, 2009 (June 28, 2009)**

**Delete Pay Ranges 722 through 734 and recreate them as follows:**

**Pay Range 722**

Official Biweekly Rate

1,327.22	1,403.89	1,500.75	1,538.05	1,592.69
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Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

**Pay Range 724**

Official Biweekly Rate

1,307.46	1,384.67	1,481.49	1,518.65	1,671.26
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Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

**Pay Range 726**

Official Biweekly Rate

1,399.95	1,478.92	1,579.67	1,616.78	1,658.46	1,723.85
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Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management.

**Pay Range 732**

Official Biweekly Rate

1,541.85	1,636.37	1,750.81	1,807.76	1,885.44
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Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW

Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,933.72
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Fire Equipment Machinist  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,952.78
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Fire Equipment Welder <sup>1/</sup> 2/  
Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

## **EFFECTIVE PAY PERIOD 1, 2010 (December 27, 2009)**

The biweekly rates of pay effective Pay Period 14, 2009 shall remain in effect from Pay Period 1, 2010 (December 27, 2009) for Pay Ranges 722, 724, 726, 732, 733 and 734 through Pay Period 26, 2011. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

### **Pay Range 722**

#### **Official Biweekly Rate**

1,327.22	1,403.89	1,500.75	1,538.05	1,592.69
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Fire Mechanic Helper <sup>1/</sup>

<sup>1/</sup> An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

### **Pay Range 724**

#### **Official Biweekly Rate**

1,307.46	1,384.67	1,481.49	1,518.65	1,671.26
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Fire Stores Clerk <sup>1/</sup>

<sup>1/</sup> Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

### **Pay Range 726**

#### **Official Biweekly Rate**

1,399.95	1,478.92	1,579.67	1,616.78	1,658.46	1,723.85
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Fire Equipment Repairer I <sup>1/</sup>

<sup>1/</sup> An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

### **Pay Range 732**

#### **Official Biweekly Rate**

1,541.85	1,636.37	1,750.81	1,807.76	1,885.44
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Fire Equipment Repairer II <sup>1/</sup>

<sup>1/</sup> Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

#### Pay Range 733

##### Official Biweekly Rate

1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,933.72
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Fire Equipment Machinist  
Fire Equipment Compressed Air Technician  
Fire Building and Equipment Maintenance Specialist

#### Pay Range 734

##### Official Biweekly Rate

1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,952.78
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Fire Equipment Welder <sup>1/</sup> 2/  
Fire Equipment Mechanic <sup>1/</sup> 2/

<sup>1/</sup> Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

<sup>2/</sup> Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.