

CC # 210594 – Actual Salary Ordinance Changes

PART I

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER (5) (15)
AUDIT MANAGER (6) (16)
BRIDGE MAINTENANCE MANAGER (5) (15)
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (12)
CHIEF EQUITY OFFICER (9) (19)
CITY PAYROLL MANAGER (6) (16)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (12)
CONSTRUCTION MANAGEMENT ENGINEER (5) (15)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
COURT IT MANAGER (6) (16)
DEPUTY COURT ADMINISTRATOR (6) (16)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (15)
EMERGENCY COMMUNICATIONS MANAGER (4) (14)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (11)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (16)
ERS CHIEF FINANCIAL OFFICER (2) (12)
ERS SYSTEMS MANAGER (6) (16)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION AUDIT MANAGER (2) (12)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (12)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (12)
FUNCTIONAL APPLICATIONS MANAGER (3) (13)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (12)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER–MILWAUKEE POLICE DEPARTMENT (2)(12)
MANAGEMENT CIVIL ENGINEER – SENIOR (5) (15)
MANAGEMENT ENGINEER (5) (15)
MATERNAL AND CHILD HEALTH DIRECTOR (2) (12)
MECHANICAL ENGINEER IV (5) (15)
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER

PERMIT AND DEVELOPMENT CENTER MANAGER (2) (12)
PORT OPERATIONS MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING DIRECTOR (2) (12)
PUBLIC HEALTH NURSING DIRECTOR
PUBLIC SAFETY PROJECT MANAGER (2) (12)
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (17)
REVENUE AND FINANCIAL SERVICES MANAGER
SEWER SERVICES MANAGER (5) (15)
SPECIAL ENFORCEMENT MANAGER (2) (12)
STREETCAR SYSTEM MANAGER (5) (15)
STRUCTURAL DESIGN MANAGER (5) (15)
SYSTEMS INTEGRATION MANAGER (2) (12)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (15)
TRANSPORTATION ENGINEERING PLANNER (5) (15)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (12)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (12)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (8) (10) (18) (20)
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 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	3,476.88
Annual	90,398.88

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

Biweekly	3,476.88
Annual	90,398.88

(9) Recruitment is at:

Biweekly	3,517.97
Annual	91,467.22

and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

Resident Wage Incentive:

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

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

Biweekly	3,899.08
Annual	101,376.08

(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 authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(14) 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

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

Biweekly	3,581.19
Annual	93,110.94

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

(17) 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

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

Biweekly	3,581.19
Annual	93,110.94

(19) Recruitment is at:

Biweekly	3,623.51
Annual	94,211.26

and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

- (20) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.

SECTION 2: PROFESSIONALS

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (11) (14)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (15)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (15)
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (12) (15)
GRAPHIC DESIGNER – LEAD (5) (15)
LEGISLATIVE ASSISTANT (3) (13)
LIBRARIAN ASSOCIATE (10) (20)
LIBRARY COPY CATALOGING SPECIALIST (8) (9) (18) (19)
LIBRARY NOW PROGRAM SPECIALIST (5) (15)
LIBRARY REFERENCE ASSISTANT (10) (20)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (17)
MEDIA SPECIALIST (6) (16)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (17)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (15)
RECAST PROGRAM COORDINATOR (5) (15)
RENT ASSISTANCE INSPECTOR (6) (16)
RENT ASSISTANCE SPECIALIST II (6) (16)

Wage Rate:

Hourly	19.17	26.84
Biweekly	1,533.87	2,147.11
Annual	39,880.62	55,824.86

- (1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

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

Biweekly	2,025.15
Annual	52,653.90

(3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(4) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

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

Biweekly	1,779.17
Annual	46,258.42

(8) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

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

(10) Recruitment is at:

Biweekly	1,865.38
Annual	48,499.88

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

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	1,579.89	2,211.52
Annual	41,077.14	57,499.52

(11) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

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

Biweekly	2,085.90
Annual	54,233.40

(13) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(14) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(15) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(16) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(17) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

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

Biweekly	1,832.55
Annual	47,646.30

(18) Recruitment is at:

Biweekly	1,921.34
Annual	49,954.84

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

(20) Recruitment is at:

Biweekly	1,921.34
Annual	49,954.84

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

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
ASSOCIATE TRANSPORTATION PLANNER (2) (5)
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

Hourly	23.40	30.49
Biweekly	1,871.92	2,439.48
Annual	48,669.92	63,426.48

- (1) Incumbents are limited to the minimum of the pay range.
(2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

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

Biweekly	2,245.10
Annual	58,372.60

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

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	1,928.08	2,512.66
Annual	50,130.08	65,329.16

- (4) Incumbents are limited to the minimum of the pay range.
(5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

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

Biweekly	2,312.45
Annual	60,123.70

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

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (13) (27)
CIVIL ENGINEER II (4) (18)
CRIME ANALYST (1) (15)
DOULA PROGRAM COORDINATOR (12) (26)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (18)
FIRE PROTECTION ENGINEER II (4) (12) (18) (26)
GIS ANALYST (5) (19)
HOUSING REHABILITATION SPECIALIST (10) (24)
INTELLIGENCE ANALYST (1) (15)
IT SUPPORT SPECIALIST – SENIOR (3) (17)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (23)
LIBRARIAN III (14) (28)

MECHANICAL ENGINEER II (4) (18)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (20)
PROGRAMMER ANALYST (3) (17)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (16) (22)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (25)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (20) (21)
WATER QUALITY ANALYST (5) (19)

Wage Rate:

Hourly	24.74	34.65
Biweekly	1,979.57	2,771.65
Annual	51,468.82	72,062.90

- (1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

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

Biweekly	2,426.79
Annual	63,096.54

- (2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,162.85	2,771.65
Annual	56,234.10	72,062.90

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

Biweekly	2,183.34
Annual	56,766.84

- (4) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

- (5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

- (6) **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 - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

- (7) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
(8) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly

for a related master’s degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

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

Biweekly	2,114.62
Annual	54,980.12

- (10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

- (11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

- (12) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.
- (13) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,493.81
Annual	64,839.06

- (14) Recruitment is at:

Biweekly	2,518.12
Annual	65,471.12

And may be at any point in the range 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

- (15) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

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

Biweekly	2,499.59
Annual	64,989.34

- (16) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees

will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials:

Biweekly	2,227.74	2,854.80
Annual	57,921.24	74,224.80

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

Biweekly	2,248.84
Annual	58,469.84

- (18) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Professional Engineer License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

- (19) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

- (20) **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 - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

- (21) **Career Ladder Position.** An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.
- (22) **Career Ladder Position.** An employee will receive a special attainment rate of \$30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
- (23) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,178.06
Annual	56,629.56

- (24) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

- (25) Minimum recruitment is at:

Biweekly	2,268.77
Annual	58,988.02

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. An employee assigned as 'Operator in Charge' and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and

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

- (26) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.
- (27) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

Biweekly	2,568.62
Annual	66,784.12

- (28) Recruitment is at:

Biweekly	2,593.66
Annual	67,435.16

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

Pay Range 2KX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY II (4) (10)
BUDGET AND FISCAL POLICY ANALYST III (6) (12)
CIVIL ENGINEER IV (1) (7)
INTERGOVERNMENTAL POLICY MANAGER
PENSION INVESTMENT ANALYST ASSOCIATE (2) (3) (8) (9)
SENIOR IT AUDITOR (5) (11)
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 the following rate and may be at any point in the range with the approval of DER.

Biweekly	3,017.50
Annual	78,455.00

- (2) Recruitment may be at any rate in the pay range.
- (3) 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.
- (4) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
- (5) Recruitment may be at any rate in the pay range based up on experience and credentials with DER approval
- (6) Recruitment is at:

Biweekly	2,810.69
Annual	73,077.94

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

Resident Wage Incentive:

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

- (7) Recruitment is at the following rate and may be at any point in the range with the approval of DER.

Biweekly	3,108.03
Annual	80,808.65

- (8) Recruitment may be at any rate in the pay range.
 (9) 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.
 (10) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
 (11) Recruitment may be at any rate in the pay range based up on experience and credentials with DER approval
 (12) Recruitment is at:

Biweekly	2,895.01
Annual	75,270.26

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

SECTION 5: PARAPROFESSIONALS

Pay Range 5DN

Official Rate Biweekly

FORENSIC IDENTIFICATION PROCESSOR (4) (10)
INTERNET ANALYST (1) (7)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE (5) (11)
LIBRARY COMMUNICATIONS ASSISTANT (6) (12)
LIBRARY TECHNICAL SERVICES SPECIALIST (5) (11)
LICENSE SPECIALIST I (2) (8)
POLICE RECORDS SPECIALIST II (3) (9)
WATER LABORATORY TECHNICIAN

Wage Rate:

Hourly	17.43	20.63
Biweekly	1,394.31	1,650.61
Annual	36,252.06	42,915.86

- (1) Recruitment is at:

Biweekly	1,487.52
Annual	38,675.52

- (2) **Career Ladder Position.** Minimum recruitment is at:

Biweekly	1,521.77
Annual	39,566.02

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

Biweekly	1,797.06
Annual	46,723.56

- (3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,521.77	1,582.64	1,645.95	1,713.29
Annual	39,566.02	41,148.64	42,794.70	44,545.54

- (4) To be paid the following rates:

Biweekly	1,521.77	1,713.29
Annual	39,566.02	44,545.54

- (5) Recruitment is at:

Biweekly	1,453.15
Annual	37,781.90

- (6) Recruitment is at:

Biweekly	1,455.00
Annual	37,830.00

Resident Wage Incentive:

Hourly	17.95	21.25
Biweekly	1,436.14	1,700.13
Annual	37,339.64	44,203.38

- (7) Recruitment is at:

Biweekly	1,532.15
Annual	39,835.90

- (8) **Career Ladder Position.** Recruitment is at:

Biweekly	1,567.42
Annual	40,752.92

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

Biweekly	1,850.97
Annual	48,125.22

- (9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,567.42	1,630.12	1,695.33	1,764.69
Annual	40,752.92	42,383.12	44,078.58	45,881.94

- (10) To be paid the following rates:

Biweekly	1,567.42	1,764.69
Annual	40,752.92	45,881.94

- (11) Recruitment is at:

Biweekly	1,496.74
Annual	38,915.24

- (12) Recruitment is at:

Biweekly	1,498.65
Annual	38,964.90

SECTION 7: SKILLED CRAFT

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (14)
CARPENTER SUPERVISOR (1) (9)
FIRE EQUIPMENT MACHINIST (4) (12)
FIRE EQUIPMENT WELDER (4) (12)
FIRE MECHANIC (4) (12)
FLEET SERVICES WELDER (6) (8) (14) (16)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (11)
IRONWORKER SUPERVISOR (1) (2) (9) (10)
VEHICLE SERVICES TECHNICIAN (5) (7) (13) (15)

Wage Rate:

Hourly	31.61	31.65
Biweekly	2,529.04	2,532.27
Annual	65,755.04	65,839.02

- (1) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

- (2) Recruitment is at:

Biweekly	2,532.27
Annual	65,839.02

- (3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

- (4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 5% when performing special assignments.

- (5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

- (7) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.
- (8) Employees will receive an additional 5% incentive for lead work.

Resident Wage Incentive:

Hourly	32.56	32.60
Biweekly	2,604.91	2,608.24
Annual	67,727.66	67,814.24

- (9) Employees in this job classification who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (10) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

- (11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

- (12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% when performing special assignments.

- (13) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

- (14) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

- (15) An employee who attains and maintains a CNG Inspector certification will receive an additional 5% of their base rate.
- (16) Employees will receive an additional 5% incentive for lead work.