



Legislation Details (With Text)

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**Type:** Ordinance      **Status:** Passed  
**File created:** 12/14/2021      **In control:** COMMON COUNCIL  
**On agenda:**      **Final action:** 1/18/2022

**Effective date:**  
**Title:** A substitute ordinance to further amend the 2022 rates of pay of offices and positions in the City Service.

**Sponsors:** THE CHAIR

**Indexes:** SALARY ORDINANCE

**Attachments:** 1. Actual Salary Ordinance Changes, 2. Notice published 2/4/222

Date	Ver.	Action By	Action	Result	Tally
12/10/2021	0	COMMON COUNCIL	ASSIGNED TO		
1/11/2022	1	CITY CLERK	DRAFT SUBMITTED		
1/12/2022	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
1/18/2022	1	COMMON COUNCIL	PASSED	Pass	14:0
1/21/2022	1	MAYOR	SIGNED		
2/4/2022	1	CITY CLERK	PUBLISHED		

211368  
SUBSTITUTE 1  
210760, 211366, 211367, 211449, 211450

THE CHAIR

A substitute ordinance to further amend the 2022 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments: Department of Administration (Information and Technology Management Division), Department of City Development, Common Council - City Clerk (City Channel), Election Commission, Health Department (Clinical Health Services, Environmental Health Division, Policy Innovation & Engagement Division), Library, Department of Neighborhood Services, Department of Public Works (Infrastructure Services Division - Transportation Operations Decisions Unit; Operations Division - Fleet Services Section, Forestry Section, Sanitation Section; Water Works)

The Mayor and Common Council of the City of Milwaukee do ordain as follows:

**Part 1.** Part 1, Section 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1HX, amend footnote “(15)” to read as follows:

“(15) Recruitment is at:

Biweekly	3,331.78
Annual	86,626.28”

Under Pay Range 1KX, delete footnote designations “(4)” and “(8)” from the title of “Water Quality Manager (1) (4) (5) (8)” and add footnote designations “(4)” and “(8)” to the title of “Water Plants Manager (2) (3) (6) (7)”.

**Part 2.** Part 1, Section 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2022 - January 23, 2022):

Under Pay Range 1DX, delete the titles of “Urban Forestry Manager (2)(9)” and “Property Maintenance and Compliance Manager”.

Under Pay Range 1EX, delete the title of “Greenhouse and Nursery Manager”.

Under Pay Range 1FX, add the titles of “Urban Forestry Manager (4) (10) (11) (15) (21) (22)”, “Forestry Shop and Maintenance Manager (4) (10) (11) (15) (21) (22)”, and “Property Maintenance and Compliance Manager (4) (10) (11) (15) (21) (22)”, add new footnotes “(11)” and “(22)” to read as follows, and renumber remaining footnotes accordingly:

“(11) Recruitment is at:

Biweekly	2,935.23
Annual	76,315.98”

(22) Recruitment is at:

Biweekly	3,023.29
Annual	78,605.46”

Under Pay Range 1GX, add the title of “Greenhouse and Nursery Manager (8) (15) (23) (30)”, add new footnotes “(15)” and “(30)” to read as follows, and renumber remaining footnotes accordingly:

“(15) Recruitment is at:

Biweekly	3,111.31
Annual	80,894.06”

“(30) Recruitment is at:

Biweekly	3,204.65
Annual	83,320.88”

Under Pay Range 1HX, add footnote designations “(3)”, “(8)”, “(11)”, and “(16)” to the title of “Urban Forestry District Manager”.

Under Pay Range 1JX, add footnote designations “(2)”, “(4)”, “(8)”, and “(10)” to the title of “Forestry Services Manager”.

**Part 3.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2EX, remove footnote designation “(2)” from and add footnote designations “(3)”, “(4)”, “(8)”, “(9)”, and “(10)” to the title of “Associate Planner (2)(5)”; remove footnote designation “(2)” from and add footnote

designations “(3)”, “(7)”, “(8)”, and “(10)” to the title of “Associate Transportation Planner (2)(5)”.

Under Pay Range 2GN, delete footnotes “(10)” and “(28)” in their entirety; renumber remaining footnotes accordingly; delete footnote designations “(10)”, “(16)”, “(28)”, and “(34)” from and add footnote designations “(6)”, “(15)”, “(23)”, and “(32)” to the title of “Housing Rehabilitation Specialist (10) (16) (28) (34)”.

**Part 4.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2022 - December 26, 2021):

Under Pay Range 2IX, delete the titles of “DCD Accountant Lead” and “Grant Budget Specialist”.

Under Pay Range 2JX, add the title of “Public Health Compliance Officer (4) (11)”.

Under Pay Range 2KX, add the titles of “DCD Accountant Lead (4) (5) (9) (10)” and “Grant Budget Specialist (4) (5) (9) (10)”.

**Part 5.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2022 - January 23, 2022):

Under Pay Range 2GN, delete the title of “Landscape Architect”.

Under Pay Range 2IN, add the title of “Landscape Architect (3) (9) (10) (13) (19) (20)”, add new footnotes “(10)” and “(20)” to read as follows, and renumber remaining footnotes accordingly:

“(10) Incentives for attaining and maintaining specific certifications with DER approval.”

“(20) Incentives for attaining and maintaining specific certifications with DER approval.”

**Part 6.** Part 1, Section 3 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 3DN, delete footnotes “(4)” and “(8)” in their entirety, renumber remaining footnotes accordingly, delete footnote designations “(4)”, “(6)”, and “(8)” from and add footnote designation “(5)” to the title of “Medical Laboratory Technician (2) (4) (6) (8)”.

Under Pay Range 3EN, delete footnotes “(1)” and “(2)” in their entirety and delete footnote designations “(1)” and “(2)” from the title of “Programmer I (1)(2)”.

Under Pay Range 3GN, delete footnotes “(1)” and “(4)” in their entirety, renumber remaining footnotes accordingly, delete footnote designations “(2)”, “(4)”, and “(5)” from and add footnote designation “(3)” to the title of “Radiologic Technologist (1) (2) (4) (5)”.

Under Pay Range 3LN, delete footnotes “(3)”, “(7)”, “(10)”, and “(14)” in their entirety; renumber remaining footnotes accordingly; delete footnote designations “(3)” and “(10)” from the titles of “Commercial Code Enforcement Inspector (3) (10)” and “Residential Code Enforcement Inspector (3) (10)”; delete footnote designations “(6)”, “(7)”, “(13)” and “(14)” from and add footnote designations “(5)” and “(10)” to the title of “Lead Risk Assessor I (6) (7) (13) (14)”.

Under Pay Range 3MN, delete footnotes “(6)” and “(12)” in their entirety; renumber remaining footnotes accordingly; delete footnote designations “(6)”, “(11)”, and “(12)” from and add footnote designation “(10)” to the title of “City Channel Production Specialist (5) (6) (11) (12)”; delete footnote designations “(6)”, “(10)”, and “(12)” from and add footnote designation “(9)” to the title of “Lead Risk Assessor II (4) (6) (10) (12)”; delete footnote designations “(6)”, “(9)”, and “(12)” from and add footnote designation “(9)” to the title of “Mammography Technologist (3) (6) (9) (12)”; and delete footnote designations “(6)”, “(8)”, and “(12)” from and add footnote designation “(7)” to the title of “Water

Plan Automation Technician (2) (6) (8) (12)".

Under Pay Range 3NN, delete footnotes "(2)" and "(6)" in their entirety, renumber remaining footnotes accordingly, delete footnote designations "(2)", "(3)", "(6)", and "(7)" from and add footnote designation "(5)" to the title of "Programmer II (2) (3) (6) (7)".

Under Pay Range 3SN, delete footnotes "(2)" and "(4)" in their entirety, renumber remaining footnotes accordingly, and delete footnote designations "(2)" and "(4)" from the title of "Facilities Control Specialist (2)(4)".

**Part 7.** Part 1, Section 5 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 5IN, add footnote designations "(2)" and "(7)" to the title of "Water Plant Maintenance Assistant (5) (10)".

**Part 8.** Part 1, Section 7 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7EN, amend footnote "(5)" to read the following:

"(5) Recruitment is at the minimum of the following range:

Biweekly	1,665.79	1,929.63
Annual	43,310.54	50,170.38

Recruitment is at the following rate for candidates with at least three years of related experience:

Biweekly	1,715.76
Annual	44,609.76

For candidates with at least four years of related experience recruitment is at the following rate:

Biweekly	1,767.22
Annual	45,947.72"

Under Pay Range 7HN, amend footnote "(14)" to read the following:

"(14) Recruitment is at the minimum of the following range:

Biweekly	1,563.16	2,236.43
Annual	40,642.16	58,147.18

Employees will receive an additional 3% incentive for special assignments and 5% incentive for lead work."

Under Pay Range 7LN, amend footnotes "(2)" and "(5)" to read the following:

"(2) Recruitment is at the minimum of the following range:

Biweekly	1,867.47	2,394.89
Annual	48,554.22	62,267.14"

(5) Recruitment is at the minimum of the following range:

Biweekly	1,923.49	2,466.74
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Annual 50,010.74 64,135.24”

**Part 9.** Part 1, Section 7 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2022 - January 23, 2022):

Under Pay Range 7CN, delete the title of “Equipment Mechanic III (1) (2) (5) (6)”, delete footnotes “(3)” and “(7)” in their entirety, renumber remaining footnotes accordingly, delete footnote designations “(7)” and “(8)” from and add footnote designations “(1)”, “(2)”, “(5)”, and “(6)” to the position of “Urban Forestry Arborist Apprentice (3) (4)(7)(8)”, and amend footnotes “(1)”, “(2)”, “(4)”, and “(5)” to read as follows:

“(1) Recruitment is at step 1 of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous step.

Biweekly	1,487.88	1,655.08	1,791.50	1,882.50
Annual	38,684.88	43,032.08	46,579.00	48,945.00”

“(2) Incentives for attaining and maintaining specific certifications with DER approval.”

“(4) Recruitment is at step 1 of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous step.

Biweekly	1,532.52	1,704.73	1,845.25	1,938.98
Annual	39,845.52	44,322.98	47,976.50	50,413.48”

“(5) Incentives for attaining and maintaining specific certifications with DER approval.”

Under Pay Range 7EN, delete the title of “Nursery Specialist (4) (5) (9) (10)”, delete footnotes “(4)”, “(8)”, “(9)”, and “(10)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 7FN, delete footnote designations “(1)”, “(3)”, “(4)”, and “(6)” from the title of “Lead Equipment Mechanic (1) (3) (4) (6)”, delete footnotes “(1)”, “(3)”, “(4)”, and “(6)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 7HN, delete the title of “Urban Forestry Specialist (5) (6) (7) (15) (16) (17)”, add the titles of “Nursery Specialist (5) (7) (10) (11) (12) (17) (19) (22) (23) (24)” and “Forestry Equipment Mechanic (6) (7) (10) (18) (19) (22)”, amend footnotes “(5)”, “(6)”, “(7)”, “(17)”, “(18)”, and “(19)” to read as follows, add new footnotes “(11)”, “(12)”, “(23)”, and “(24)” to read as follows, and renumber remaining footnotes accordingly:

“(5) Recruitment is at the minimum of the following range:

Biweekly	1,900.77	2,090.15
Annual	49,420.02	54,343.90”

“(6) Recruitment is at:

Biweekly	1,730.46
Annual	44,991.96”

“(7) Incentives for attaining and maintaining specific certifications with DER approval.”

“(11) Additional 5% biweekly when performing Lead Worker duties.”

“(12) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

“(17) Recruitment is at the minimum of the following range:

Biweekly	1,957.70	2,152.85
Annual	50,900.20	55,974.10”

“(18) Recruitment is at:

Biweekly	1,782.37
Annual	46,341.62”

“(19) Incentives for attaining and maintaining specific certifications with DER approval.”

“(23) Additional 5% biweekly when performing Lead Worker duties.”

“(24) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

Under Pay Range 7IN, delete the titles of “Nursery Crew Leader (1) (7) (8) (14)” and “Urban Forestry Crew Leader (1) (3) (8) (10)”, add the title of “Forestry Equipment Mechanic (1) (3) (7) (8) (10) (14)”, amend footnotes “(1)”, “(3)”, “(7)”, “(8)”, “(10)”, and “(14)” to read as follows, and amend remaining footnote accordingly:

“(1) Incentives for attaining and maintaining specific certifications with DER approval.”

“(3) Appointment may be at any rate in the pay range with the approval of DER.”

“(7) Additional 5% when assigned shop oversight duties.”

“(8) Incentives for attaining and maintaining specific certifications with DER approval.”

“(10) Appointment may be at any rate in the pay range with the approval of DER.”

“(14) Additional 5% when assigned shop oversight duties.”

Under Pay Range 7JN, add the title of “Urban Forestry Specialist (7) (8) (9) (10) (11) (12) (19) (20) (21) (22) (23) (24)”, add new footnotes “(8)”, “(9)”, “(10)”, “(11)”, “(12)”, “(20)”, “(21)”, “(22)”, “(23)”, and “(24)” to read as follows, and renumber remaining footnotes as follows:

“(8) Recruitment is at:

Biweekly	1,900.77
Annual	49,420.02”

“(9) Incentives for attaining and maintaining specific certifications with DER approval.”

“(10) Additional 5% biweekly when performing core forestry duties.”

“(11) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

“(12) Additional 3% biweekly when assigned to operate the Grapple Saw.”

“(20) Recruitment is at:

Biweekly	1,957.79
Annual	50,902.62”

“(21) Incentives for attaining and maintaining specific certifications with DER approval.”

“(22) Additional 5% biweekly when performing core forestry duties.”

“(23) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

“(24) Additional 3% biweekly when assigned to operate the Grapple Saw.”

Under Pay Range 7LN, delete title of “Urban Forestry Technician (2) (3) (7) (8)”, delete footnotes “(2)”, “(3)”, “(7)”, and “(8)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 7ON, add the titles of “Urban Forestry Technician (8) (9) (10) (12) (22) (23) (24) (26)”, “Nursery Crew Leader (8) (9) (11) (12) (13) (22) (23) (25) (26) (27)”, and “Urban Forestry Crew Leader (7) (8) (9) (12) (13) (14) (21) (22) (23) (26) (27) (28)”; add new footnotes “(9)”, “(10)”, “(11)”, “(12)”, “(13)”, “(14)”, “(23)”, “(24)”, “(25)”, “(26)”, “(27)”, and “(28)” to read as follows; and renumber remaining footnotes accordingly:

“(9) Recruitment is at:

Biweekly	2,090.85
Annual	54,362.10”

“(10) Additional 5% biweekly when performing contract administration duties.”

“(11) Additional 5% biweekly when performing greenhouse oversight duties.”

“(12) Incentives for attaining and maintaining specific certifications with DER approval.”

“(13) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

“(14) Additional 3% biweekly when assigned to operate the Grapple Saw.”

“(23) Recruitment is at:

Biweekly	2,153.58
Annual	55,992.96”

“(24) Additional 5% biweekly when performing contract administration duties.”

“(25) Additional 5% biweekly when performing greenhouse oversight duties.”

“(26) Incentives for attaining and maintaining specific certifications with DER approval.”

“(27) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.”

“(28) Additional 3% biweekly when assigned to operate the Grapple Saw.”

Under Pay Range 7QN, delete the title of “Landscape and Irrigation Specialist (2) (3) (9) (10)”, delete footnotes “(2)”, “(3)”, “(9)”, and “(10)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 7RN, add the title of “Landscape and Irrigation Specialist (1) (2) (3) (4)”, add new footnotes “(2)” and “(4)” to read as follows, and renumber remaining footnotes accordingly:

“(2) Recruitment is at:

Biweekly	3,224.02
Annual	83,824.52”

“(4) Recruitment is at:

Biweekly	3,320.74
Annual	86,339.24”

**Part 10.** Part 1, Section 8 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2022 - January 23, 2022):

Under Pay Range 8EN, amend footnotes “(2)” and “(7)” to read as follows:

“(2) Incentives for attaining and maintaining specific certifications with DER approval.”

“(7) Incentives for attaining and maintaining specific certifications with DER approval.”

**Part 11.** Part 1, Section 9 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2021 - November 28, 2021):

Under Pay Range 8KN, amend footnotes “(1)” and “(5)” to read as follows:

“(1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.”

“(5) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader to be paid an additional 1% biweekly.”

**Part 12.** Part 1, Section 9 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 3, 2022 - January 23, 2022):

Under Pay Range 9AN, amend the Official Rate Daily amount of “130.00” to “220.00” and amend footnotes “(1)” and “(2)” to read as follows:

“(1) Election Inspector to receive an additional \$15.00 per hour for each instruction class attended prior to each election.”

“(2) In compliance with the bilingual election requirements of Section 203 of the Voting Rights Act, Bilingual Election Inspectors assigned at targeted sites to be paid an additional \$15.00 per day.”

Under Pay Range 9DN, amend the Official Rate Daily amount of “225.00” to “325.00” and amend footnotes “(1)” and “(2)” to read as follows:

(1) Chief Inspector to receive an additional \$15.00 per hour for each instruction class attended prior to each election.”

(2) In compliance with the bilingual election requirements of Section 203 of the Voting Rights Act, Bilingual Chief Inspectors assigned at targeted sites to be paid an additional \$15.00 per day.”

**Part 13.** Part 2, Section 9 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2021 - November 28, 2021):

Under “Section 9: Supplemental Pay Practices”, add paragraph “N.” to read as follows:

“N. **General Ice Control and Snow Plow Operations:** In the Department of Public Works, employees holding positions designated as non-exempt under FLSA shall be paid an additional 1% biweekly when assigned to drive during a general ice control and snow plow operation (GIC).”

**Part 14.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 15.** The provisions of Parts 11 and 13 of this ordinance are deemed to be in force and effect from and after Pay Period 25, 2021 (November 28, 2021).

**Part 16.** The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2022 (December 26, 2021).

**Part 17.** The provisions of Parts 2, 5, 9, 10, and 12 of this ordinance are deemed to be in force and effect from and after Pay Period 3, 2022 (January 23, 2022).

The provisions of this ordinance are deemed to be in force and effect from and after its passage and publication.

**Part 18.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
01/11/2022

Clerical Corrections  
Chris Lee  
01/20/2022