



Legislation Details (With Text)

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Effective date:

Title: A substitute ordinance to further amend the 2018 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE

Attachments: 1. Actual File Text, 2. Notice Published on 11-9-18

Date	Ver.	Action By	Action	Result	Tally
10/16/2018	0	COMMON COUNCIL	ASSIGNED TO		
10/29/2018	1	CITY CLERK	DRAFT SUBMITTED		
10/31/2018	1	FINANCE & PERSONNEL COMMITTEE	SUBSTITUTED	Pass	5:0
10/31/2018	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	3:2
11/5/2018	2	COMMON COUNCIL	SUBSTITUTED	Pass	14:0
11/5/2018	3	COMMON COUNCIL	PASSED	Pass	14:0
11/5/2018	3	MAYOR	SIGNED		
11/9/2018	3	CITY CLERK	PUBLISHED		

181011
SUBSTITUTE 3
170680, 180892, 181059, 181063, 181079, 181085, 181088
THE CHAIR

A substitute ordinance to further amend the 2018 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments:
City Attorney’s Office, Fire Dept., Health Dept., Dept. of Public 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 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 23, 2018 - November 4, 2018):

Under Pay Range 1EX, add footnote designation “(4)” to the title of “Health Communication Officer”.

Under Pay Range 1MX, delete the title of “Water Works Superintendent”.

Under Pay Range 1OX, add the title of “Water Works Superintendent (1)” and add footnote “(1)” to read as

follows:

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

Part 2. Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,843.03	1,916.91	2,124.38	2,332.44	2,561.84	2,814.87	3,067.36
Monthly	4,004.20	4,164.72	4,615.47	5,067.50	5,565.90	6,115.64	6,664.21
Annual	48,050.42	49,976.58	55,385.62	60,810.04	66,790.83	73,387.68	79,970.46

Pay Range 850P*

Biweekly	1,861.45	1,936.05	2,145.64	2,355.78	2,587.49	2,843.02	3,098.04
Monthly	4,044.22	4,206.30	4,661.66	5,118.21	5,621.63	6,176.80	6,730.86
Annual	48,530.66	50,475.59	55,939.90	61,418.55	67,459.56	74,121.59	80,770.33

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 850

Biweekly	1,305.46	1,740.61	1,810.37	2,006.34	2,202.83	2,419.51	2,658.45	2,896.90
Monthly	2,836.27	3,781.68	3,933.24	4,359.01	4,785.91	5,256.67	5,775.80	6,293.8
Annual	34,035.21	45,380.19	47,198.93	52,308.15	57,430.92	63,080.08	69,309.59	75,526.3

Pay Range 850P*

Biweekly	1,770.94	1,828.47	2,026.40	2,224.86	2,443.69	2,685.03	2,925.86
Monthly	3,847.58	3,972.57	4,402.60	4,833.77	5,309.21	5,833.55	6,356.78
Annual	46,170.93	47,670.82	52,831.14	58,005.23	63,710.49	70,002.57	76,281.31

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4D-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,307.70	2,357.31	2,897.03	3,009.83	3,244.63
Monthly	5,013.75	5,121.54	6,294.14	6,539.21	7,049.35
Annual	60,165.03	61,458.44	75,529.71	78,470.57	84,592.14

Pay Range 853P*

Biweekly	2,330.77	2,380.87	2,926.01	3,039.92	3,277.08
Monthly	5,063.88	5,172.72	6,357.11	6,604.59	7,119.85
Annual	60,766.50	62,072.68	76,285.26	79,255.06	85,438.16

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not

meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 853

Biweekly	2,179.45	2,226.30	2,736.06	2,842.57	3,064.32
Monthly	4,735.11	4,836.90	5,944.42	6,175.82	6,657.60
Annual	56,821.37	58,042.82	71,332.99	74,109.86	79,891.20

Pay Range 853P*

Biweekly	2,201.25	2,248.58	2,763.41	2,870.98	3,094.97
Monthly	4,782.48	4,885.31	6,003.84	6,237.55	6,724.19
Annual	57,389.73	58,623.69	72,046.04	74,850.55	80,690.29

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	2,957.59	3,071.04	3,189.00	3,311.63	3,439.28
Monthly	6,425.72	6,672.20	6,928.48	7,194.91	7,472.25
Annual	77,108.59	80,066.40	83,141.78	86,338.92	89,666.94

Pay Range 856P*

Biweekly	2,987.17	3,101.74	3,220.87	3,344.76	3,473.67
Monthly	6,489.98	6,738.90	6,997.72	7,266.89	7,546.96
Annual	77,879.79	80,866.79	83,972.68	87,202.67	90,563.54

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 856

Biweekly	2,793.24	2,900.38	3,011.77	3,127.61	3,248.15
Monthly	6,068.65	6,301.42	6,543.43	6,795.11	7,056.99
Annual	72,823.76	75,617.05	78,521.14	81,541.26	84,683.91

Pay Range 856P*

Biweekly	2,821.19	2,929.37	3,041.91	3,158.88	3,280.64
Monthly	6,129.37	6,364.41	6,608.91	6,863.04	7,127.58
Annual	73,552.45	76,372.86	79,306.94	82,356.51	85,530.97

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)

FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2017 (January 1, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,259.03	3,386.68	3,519.39	3,657.32	3,800.68	3,949.92
Monthly	7,080.63	7,357.97	7,646.29	7,945.96	8,257.43	8,581.67
Annual	84,967.57	88,295.58	91,755.52	95,351.56	99,089.15	102,980.05

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 857

Biweekly	3,077.93	3,198.48	3,323.82	3,454.07	3,589.47	3,730.42
Monthly	6,687.17	6,949.08	7,221.39	7,504.38	7,798.55	8,104.78
Annual	80,246.03	83,388.94	86,656.73	90,052.54	93,582.61	97,257.38

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

Part 3. Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2018 - December 31, 2017):

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	1,884.50	1,960.04	2,172.18	2,384.92	2,619.48	2,878.20	3,136.38
Monthly	4,094.30	4,258.42	4,719.32	5,181.52	5,691.13	6,253.23	6,814.16
Annual	49,131.61	51,101.04	56,631.83	62,178.27	68,293.58	75,038.78	81,769.91

Pay Range 850P*

Biweekly	1,903.33	1,979.61	2,193.92	2,408.79	2,645.71	2,906.99	3,167.75
Monthly	4,135.21	4,300.94	4,766.55	5,233.38	5,748.12	6,315.78	6,882.31
Annual	49,622.53	51,611.26	57,198.63	62,800.60	68,977.44	75,789.38	82,587.77

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 850

Biweekly	1,341.36	1,788.48	1,860.16	2,061.51	2,263.41	2,486.05	2,731.56	2,976.56
Monthly	2,914.26	3,885.69	4,041.42	4,478.88	4,917.53	5,401.24	5,934.64	6,466.91
Annual	34,971.17	46,628.23	48,497.03	53,746.51	59,010.33	64,814.87	71,215.67	77,603.11

Pay Range 850P*

Biweekly	1,819.64	1,878.75	2,082.13	2,286.04	2,510.89	2,758.87	3,006.32
Monthly	3,953.38	4,081.81	4,523.68	4,966.69	5,455.21	5,993.97	6,531.59
Annual	47,440.61	48,981.70	54,284.10	59,600.33	65,462.49	71,927.63	78,379.00

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average

salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service

4D-Pay Ranges 853 & 853P*
 Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	2,359.62	2,410.35	2,962.21	3,077.55	3,317.63
Monthly	5,126.56	5,236.77	6,435.75	6,686.34	7,207.95
Annual	61,518.66	62,841.27	77,229.04	80,236.12	86,495.35

Pay Range 853P*

Biweekly	2,383.21	2,434.44	2,991.85	3,108.32	3,350.81
Monthly	5,177.81	5,289.11	6,500.15	6,753.20	7,280.03
Annual	62,133.69	63,469.33	78,001.80	81,038.34	87,360.40

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 853

Biweekly	2,239.38	2,287.52	2,811.30	2,920.74	3,148.59
Monthly	4,865.32	4,969.91	6,107.88	6,345.66	6,840.69
Annual	58,383.83	59,638.91	73,294.61	76,147.86	82,088.24

Pay Range 853P*

Biweekly	2,261.78	2,310.42	2,839.40	2,949.93	3,180.08
Monthly	4,913.99	5,019.66	6,168.93	6,409.07	6,909.10
Annual	58,967.83	60,235.95	74,027.21	76,908.89	82,909.23

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	3,024.14	3,140.14	3,260.75	3,386.14	3,516.66
Monthly	6,570.30	6,822.33	7,084.37	7,356.79	7,640.36
Annual	78,843.65	81,867.93	85,012.41	88,281.51	91,684.35

Pay Range 856P*

Biweekly	3,054.38	3,171.53	3,293.34	3,420.02	3,551.83
Monthly	6,636.00	6,890.53	7,155.17	7,430.40	7,716.77
Annual	79,632.05	82,686.32	85,862.08	89,164.81	92,601.28

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 856

Biweekly	2,870.05	2,980.14	3,094.59	3,213.62	3,337.47
Monthly	6,235.53	6,474.71	6,723.37	6,981.97	7,251.05
Annual	74,826.30	77,696.51	80,680.38	83,783.66	87,012.61

Pay Range 856P*

Biweekly	2,898.77	3,009.93	3,125.56	3,245.75	3,370.86
Monthly	6,297.92	6,539.43	6,790.65	7,051.78	7,323.59
Annual	75,575.07	78,473.17	81,487.81	84,621.34	87,883.13

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4J-Pay Range 857

Official Rate Biweekly

ADMINISTRATIVE FIRE CAPTAIN (1) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2018 (December 31, 2017)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	3,332.36	3,462.88	3,598.58	3,739.61	3,886.20	4,038.79
Monthly	7,239.95	7,523.52	7,818.34	8,124.75	8,443.23	8,774.75
Annual	86,879.38	90,282.23	93,820.12	97,496.97	101,318.78	105,297.02

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position

Pay Range 857

Biweekly	3,162.57	3,286.44	3,415.23	3,549.06	3,688.18	3,833.01
Monthly	6,871.06	7,140.18	7,419.99	7,710.76	8,013.01	8,327.67
Annual	82,452.72	85,682.18	89,039.92	92,529.06	96,156.12	99,932.04

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis.

Part 4. Part 1, Section 4 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 9, 2018 - April 22, 2018):

Under Pay Range 4MX, delete the current Hourly, Biweekly, and Annual rates of pay, delete footnote "(1)", and replace with the following Hourly, Biweekly, and Annual rates of pay and a new footnote "(1)":

Hourly	54.17	55.25	56.36	57.48
Biweekly	4,333.38	4,420.04	4,508.45	4,598.61
Annual	112,667.88	114,921.04	117,219.70	119,563.86

"(1) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. The initial appointment of incumbents into these steps will be with DER approval."

Under Pay Range 4OX, delete the current Hourly, Biweekly, and Annual rates of pay, delete footnote "(2)", and replace with the following Hourly, Biweekly, and Annual rates of pay and a new footnote "(2)":

Hourly	57.97	59.13	60.31	61.52
Biweekly	4,637.73	4,730.47	4,825.08	4,921.58
Annual	120,580.98	122,992.22	125,452.08	127,961.08

“(2) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. The initial appointment of incumbents into these steps will be with DER approval.”

Under Pay Range 4RX, delete footnote “(2)” and replace footnote “(1)” to read as follows:

“(1) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. A Deputy Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance: \$5,020.59; \$5,171.20; \$5,324.79; \$5,481.94; and \$5,591.58 biweekly (\$130,535.34; \$134,451.20; \$138,444.54; \$142,530.44; and \$145,381.08). The initial appointment of incumbents into these steps will be with DER approval.”

Part 5. Part 1, Section 6 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 6NN, add footnote designation “(1)” to the title of “Legal Office Assistant - Lead”.

Part 6. Part 1, Section 6 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 23, 2018 - November 4, 2018):

Under Pay Range 6JN, add footnote designation “(4)” to the title of “Communications Assistant IV (1)” and add footnote “(4)” to read as follows:

“(4) To receive an additional 5% when assigned citation review functions.”

Part 7. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 8. The provisions of Part 2 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2017 (January 1, 2017).

Part 9. The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2018 (December 31, 2017).

Part 10. The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 9, 2018 (April 22, 2018).

Part 11. The provisions of Parts 1 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 23, 2018 (November 4, 2018).

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

Part 12. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
11/05/18