



Legislation Details (With Text)

**File #:** 160278      **Version:** 2  
**Type:** Ordinance      **Status:** Passed  
**File created:** 6/14/2016      **In control:** FINANCE & PERSONNEL COMMITTEE  
**On agenda:**      **Final action:** 7/6/2016

**Effective date:**

**Title:** A substitute ordinance to further amend the 2016 rates of pay of offices and positions in the City Service.

**Sponsors:** THE CHAIR

**Indexes:** SALARY ORDINANCE

**Attachments:** 1. Notice Published on 7-22-16

Date	Ver.	Action By	Action	Result	Tally
6/14/2016	0	COMMON COUNCIL	ASSIGNED TO		
6/27/2016	1	CITY CLERK	DRAFT SUBMITTED		
6/29/2016	1	FINANCE & PERSONNEL COMMITTEE	AMENDED	Pass	5:0
6/29/2016	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
7/6/2016	2	COMMON COUNCIL	PASSED	Pass	15:0
7/14/2016	2	MAYOR	SIGNED		
7/22/2016	2	CITY CLERK	PUBLISHED		

160278  
Substitute 2  
150504, 160353  
THE CHAIR

A substitute ordinance to further amend the 2016 rates of pay of offices and positions in the City Service.

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

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

**Part 1.** Part 1, Section 4 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2016 - December 20, 2015):

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.21	30.86	34.28	35.59	37.61
Biweekly	2,256.94	2,468.50	2,742.27	2,847.28	3,008.93
Annual	58,841.65	64,357.32	71,494.89	74,232.66	78,447.11

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,256.94, 2, 468.50, 2,742.27, 2,847.28, 3,008.93.”

Amend footnote designation “(4)” which should read as follows: “(4) Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,298.49, 2,510.07, 2,783.81, 2,888.84, 3,050.50.”

Amend footnote designation “(5)” which should read as follows: “(5) Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,307.73, 2,519.30, 2,793.05, 2,898.08, 3,059.75.”

Pay Range 804

Hourly	36.57	37.70	38.89
Biweekly	2,925.66	3,016.29	3,110.81
Annual	76,276.13	78,638.99	81,103.00

Amend footnote designation “(2)” which should read as follows: “(2) Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,944.12, 3,034.76, 3,129.26.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,967.24, 3,057.83, 3,152.35.”

Amend footnote designation “(4)” which should read as follows: “(4) Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,976.46, 3,067.08, 3,161.57.”

Pay Range 808

Hourly	38.46	39.95	41.49
Biweekly	3,076.92	3,195.71	3,319.31
Annual	80,219.70	83,316.72	86,540.40

Amend footnote designation “(1)” which should read as follows: “(1) Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,095.39, 3,214.21, 3,337.81.”

Amend footnote designation “(2)” which should read as follows: “(2) Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,118.49, 3,237.28, 3,360.92.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 1, 2016, an

employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,127.74, 3,246.52, 3,370.15.”

Pay Range 812

Hourly	41.52	42.88	44.24
Biweekly	3,321.46	3,430.46	3,539.5
Annual	86,595.21	89,436.99	92,280.0

Amend footnote designation “(1)” which should read as follows: “(1) Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,339.95, 3,448.94, 3,557.97.”

Amend footnote designation “(2)” which should read as follows: “(2) Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,363.04, 3,472.03, 3,581.09.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,372.28, 3,481.26, 3,590.32.”

Pay Range 813

Hourly	39.95	41.49	43.10	44.77	46.50	48.31
Biweekly	3,195.71	3,319.36	3,447.87	3,581.50	3,720.35	3,864.8
Annual	83,316.72	86,540.46	89,890.89	93,374.82	96,994.84	100,762.9

Amend footnote designation “(2)” which should read as follows: “(2) Effective Pay Period 1, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,214.21, 3,337.81, 3,466.34, 3,599.97, 3,738.81, 3,883.36.”

Amend footnote designation “(3)” which should read as follows: “(3) Effective Pay Period 1, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,237.28, 3,360.92, 3,489.42, 3,623.06, 3,761.90, 3,906.46.”

Amend footnote designation “(4)” which should read as follows: “(4) Effective Pay Period 1, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,246.52, 3,370.15, 3,498.67, 3,632.30, 3,771.12, 3,915.68.”

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 801

Hourly	20.10	26.80	29.31	32.56	33.80	35.72
Biweekly	1,607.75	2,143.66	2,344.62	2,604.65	2,704.38	2,857.9
Annual	41,916.34	55,888.28	61,127.59	67,906.94	70,507.05	74,510.3

Pay Range 804

Hourly	34.74	35.81	36.93
Biweekly	2,778.83	2,864.92	2,954.6
Annual	72,448.07	74,692.56	77,032.7

Pay Range 808

Hourly	36.53	37.94	39.41
Biweekly	2,922.50	3,035.32	3,152.7
Annual	76,193.75	79,135.1	82,197.2

Pay Range 812

Hourly	39.43	40.73	42.02
Biweekly	3,154.77	3,258.29	3,361.8
Annual	82,249.36	84,948.27	87,648.7

Pay Range 813

Hourly	37.94	39.41	40.94	42.52	44.17	45.89
Biweekly	3,035.32	3,152.77	3,274.83	3,401.75	3,533.64	3,670.9
Annual	79,135.1	82,197.22	85,379.49	88,688.48	92,127.04	95,705.8

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	35.75	37.10	38.50	39.95	41.47	43.04
Biweekly	2,860.03	2,967.76	3,079.93	3,196.51	3,317.72	3,443.8
Annual	74,565.07	77,373.74	80,298.17	83,337.58	86,497.70	89,786.6

Pay Range 835

Hourly	38.53	40.07	41.62	43.23	44.91	46.64
Biweekly	3,086.65	3,205.84	3,329.86	3,458.74	3,592.83	3,732.0
Annual	80,473.37	83,580.83	86,814.21	90,174.29	93,670.21	97,300.6

Pay Range 836

Hourly	40.07	41.62	43.23	44.91	46.65	48.44
Biweekly	3,205.84	3,329.86	3,458.74	3,592.83	3,732.08	3,877.0
Annual	83,580.83	86,814.21	90,174.29	93,670.21	97,300.68	101,081.1

Pay Range 839

Hourly	44.91	46.65	48.46	50.35	52.31	54.36
Biweekly	3,592.83	3,732.08	3,877.09	4,027.87	4,184.74	4,347.70
Annual	93,670.21	97,300.66	101,081.27	105,012.32	109,102.15	113,353.00

Pay Range 842

Hourly	50.35	52.31	54.35	56.47	58.67	60.91
Biweekly	4,027.87	4,184.74	4,347.79	4,517.44	4,693.84	4,877.30
Annual	105,012.32	109,102.15	113,353.09	117,776.11	122,375.11	127,158.00

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 831

Hourly	33.79	35.06	36.39	37.77	39.20	40.69
Biweekly	2,703.24	2,805.07	2,911.09	3,021.28	3,135.84	3,255.00
Annual	70,477.33	73,132.18	75,896.27	78,769.08	81,755.83	84,864.50

Pay Range 835

Hourly	36.47	37.83	39.34	40.86	42.45	44.09
Biweekly	2,917.44	3,030.09	3,147.32	3,269.13	3,395.87	3,527.40
Annual	76,061.83	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70

Pay Range 836

Hourly	37.83	39.34	40.86	42.45	44.09	45.81
Biweekly	3,030.09	3,147.32	3,269.13	3,395.87	3,527.49	3,664.50
Annual	78,998.77	82,055.13	85,230.89	88,535.18	91,966.70	95,540.00

Pay Range 839

Hourly	42.45	44.09	45.81	47.59	49.44	51.36
Biweekly	3,395.87	3,527.49	3,664.55	3,807.06	3,955.33	4,109.40
Annual	88,535.18	91,966.70	95,540.05	99,255.49	103,121.10	107,138.50

Pay Range 842

Hourly	47.59	49.44	51.37	53.37	55.46	57.61
Biweekly	3,807.06	3,955.33	4,109.44	4,269.79	4,436.52	4,609.90
Annual	99,255.49	103,121.10	107,138.97	111,319.52	115,666.41	120,187.50

**Part 2.** Part 1, Section 4 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2016 - June 19, 2016):

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.35	31.01	34.45	35.77	37.80
Biweekly	2,268.22	2,480.84	2,755.98	2,861.52	3,023.90
Annual	59,135.73	64,679.04	71,852.33	74,603.91	78,839.20

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,286.79, 2,499.42, 2,774.53, 2,880.08, 3,042.56.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,309.98, 2,522.62, 2,797.73, 2,903.28, 3,065.75.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 14, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,319.27, 2,531.90, 2,807.02, 2,912.57, 3,075.05.”

Pay Range 804

Hourly	36.75	37.89	39.08
Biweekly	2,940.29	3,031.37	3,126.30
Annual	76,657.56	79,032.14	81,508.40

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,958.84, 3,049.93, 3,144.91.”

Replace footnote designation “(3)” with the following: “(3) Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,982.08, 3,073.12, 3,168.11.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,991.34, 3,082.42, 3,177.38.”

Pay Range 808

Hourly	38.65	40.15	41.70
Biweekly	3,092.30	3,211.69	3,335.90
Annual	80,620.68	83,733.34	86,973.20

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,110.87,

3,230.28, 3,354.50.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,134.08, 3,253.47, 3,377.72.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,143.38, 3,262.75, 3,387.00.”

Pay Range 812

Hourly	41.73	43.10	44.47
Biweekly	3,338.07	3,447.61	3,557.2
Annual	87,028.25	89,884.1	1292,741.5

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,356.65, 3,466.18, 3,575.76.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,379.86, 3,489.39, 3,599.00.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,389.14, 3,498.67, 3,608.27.”

Pay Range 813

Hourly	40.15	41.70	43.31	44.99	46.74	48.55
Biweekly	3,211.69	3,335.96	3,465.11	3,599.41	3,738.95	3,884.2
Annual	83,733.34	86,973.24	90,340.37	93,841.76	97,479.77	101,266.6

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,246.43, 3,371.27, 3,501.09, 3,636.06, 3,776.29, 3,922.29.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,269.74, 3,394.61, 3,524.40, 3,659.39, 3,799.61, 3,945.62.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,279.06, 3,403.94, 3,533.74, 3,688.71, 3,808.93, 3,954.94.”

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 801

Hourly	20.20	26.93	29.45	32.72	33.97	35.90
Biweekly	1,615.79	2,154.38	2,356.34	2,617.67	2,717.90	2,872.22
Annual	42,125.95	56,167.76	61,433.15	68,246.39	70,859.53	74,882.88

Pay Range 804

Hourly	34.91	35.99	37.12
Biweekly	2,792.72	2,879.24	2,969.44
Annual	72,810.20	75,065.90	77,417.88

Pay Range 808

Hourly	36.71	38.13	39.61
Biweekly	2,937.11	3,050.50	3,168.58
Annual	76,574.65	79,530.89	82,608.11

Pay Range 812

Hourly	39.63	40.93	42.23
Biweekly	3,170.54	3,274.58	3,378.66
Annual	82,660.51	85,372.98	88,087.00

Pay Range 813

Hourly	38.13	39.61	41.14	42.73	44.39	46.12
Biweekly	3,050.50	3,168.53	3,291.20	3,418.76	3,551.31	3,689.22
Annual	79,530.89	82,608.10	85,806.28	89,131.96	92,587.72	96,184.22

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	35.93	37.23	38.69	40.16	41.63	43.20
Biweekly	2,874.33	2,982.60	3,095.33	3,212.49	3,334.31	3,461.00
Annual	74,937.89	77,760.64	80,699.67	83,754.20	86,930.22	90,235.50

Pay Range 835

Hourly	38.73	40.27	41.83	43.45	45.13	46.86
Biweekly	3,102.08	3,221.87	3,346.51	3,476.03	3,610.79	3,750.72
Annual	80,875.66	83,998.75	87,248.29	90,625.07	94,138.45	97,787.11

Pay Range 836

Hourly	40.27	41.83	43.45	45.13	46.83	48.71
Biweekly	3,221.87	3,346.51	3,476.03	3,610.79	3,750.74	3,896.48
Annual	83,998.75	87,248.29	90,625.07	94,138.45	97,787.11	101,586.80

Pay Range 839

Hourly	45.13	46.83	48.71	50.60	52.57	54.62
Biweekly	3,610.79	3,750.74	3,896.48	4,048.01	4,205.66	4,369.53
Annual	94,138.45	97,787.11	101,586.80	105,537.40	109,647.56	113,919.88

Pay Range 842

Hourly	50.60	52.57	54.62	56.75	58.97	61.21
Biweekly	4,048.01	4,205.66	4,369.53	4,540.03	4,717.31	4,901.66
Annual	105,537.40	109,647.56	113,919.89	118,365.07	122,987.01	127,794.00

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 831

Hourly	33.96	35.24	36.57	37.95	39.39	40.89
Biweekly	2,716.76	2,819.10	2,925.65	3,036.39	3,151.52	3,271.33
Annual	70,829.81	73,497.96	76,275.87	79,163.02	82,164.63	85,289.00

Pay Range 835

Hourly	36.65	38.07	39.54	41.07	42.66	44.31
Biweekly	2,932.03	3,045.24	3,163.06	3,285.48	3,412.85	3,545.13
Annual	76,442.21	79,393.76	82,465.49	85,657.16	88,977.87	92,426.60

Pay Range 836

Hourly	38.07	39.54	41.07	42.66	44.31	46.04
Biweekly	3,045.24	3,163.06	3,285.48	3,412.85	3,545.13	3,682.87
Annual	79,393.76	82,465.49	85,657.16	88,977.87	92,426.60	96,017.68

Pay Range 839

Hourly	42.66	44.31	46.04	47.83	49.69	51.62
Biweekly	3,412.85	3,545.13	3,682.87	3,826.10	3,975.11	4,129.93
Annual	88,977.87	92,426.60	96,017.68	99,751.89	103,636.79	107,674.11

Pay Range 842

Hourly	47.83	49.69	51.62	53.64	55.73	57.91
Biweekly	3,826.10	3,975.11	4,129.99	4,291.14	4,458.70	4,632.91
Annual	99,751.89	103,636.79	107,674.74	111,876.15	116,244.68	120,788.11

**Part 3.** Part 1, Section 4 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2016 - November 20, 2016):

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	28.49	31.17	34.62	35.95	37.91
Biweekly	2,279.56	2,493.24	2,769.76	2,875.83	3,039.01
Annual	59,431.38	65,002.33	72,211.60	74,976.99	79,233.41

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,298.22, 2,511.92, 2,788.40, 2,894.48, 3,057.77.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,321.53, 2,535.23, 2,811.72, 2,917.80, 3,081.08.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,330.87, 2,544.56, 2,821.06, 2,927.13, 3,090.43.”

Pay Range 804

Hourly	36.94	38.08	39.27
Biweekly	2,954.99	3,046.53	3,141.91
Annual	77,040.81	79,427.39	81,915.91

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,937.63, 3,065.18, 3,160.63.”

Replace footnote designation “(3)” with the following: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,996.99, 3,088.49, 3,183.95.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,006.30, 3,097.83, 3,193.27.”

Pay Range 808

Hourly	38.85	40.35	41.91
Biweekly	3,107.76	3,227.75	3,352.6
Annual	81,023.74	84,152.05	87,408.1

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,126.42, 3,246.43, 3,371.27.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,149.75, 3,269.74, 3,394.61.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,159.10, 3,279.06, 3,403.94.”

Pay Range 812

Hourly	41.93	43.31	44.69
Biweekly	3,354.76	3,464.85	3,575.0
Annual	87,463.38	90,333.59	93,205.3

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,373.43, 3,483.51, 3,593.64.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,396.76, 3,506.84, 3,617.00.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,406.09, 3,516.16, 3,626.31.”

Pay Range 813

Hourly	40.35	41.91	43.53	45.22	46.97	48.80
Biweekly	3,227.75	3,352.64	3,482.44	3,617.41	3,757.64	3,903.6
Annual	84,152.05	87,408.1	90,792.18	94,311.04	97,967.04	101,772.9

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 25, 2016, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,246.43, 3,371.27, 3,501.09, 3,636.06, 3,776.29, 3,922.29.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 25, 2016, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,269.74, 3,3394.61, 3,524.40, 3,659.39, 3,799.61, 3,945.62.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 25, 2016, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,279.06, 3,403.94, 3,533.74, 3,668.71, 3,808.93, 3,954.94.”

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

Pay Range 831

Hourly	36.11	37.47	38.89	40.36	41.89	43.49
Biweekly	2,888.70	2,997.51	3,110.81	3,228.55	3,350.98	3,478.44
Annual	75,312.53	78,149.37	81,103.26	84,172.91	87,364.83	90,686.88

Pay Range 835

Hourly	38.97	40.47	42.04	43.67	45.36	47.12
Biweekly	3,117.59	3,237.98	3,363.24	3,493.41	3,628.84	3,769.44
Annual	81,280.02	84,418.76	87,684.47	91,078.19	94,609.04	98,275.99

Pay Range 836

Hourly	40.47	42.04	43.67	45.36	47.12	48.95
Biweekly	3,237.98	3,363.24	3,493.41	3,628.84	3,769.49	3,915.99
Annual	84,418.76	87,684.47	91,078.19	94,609.04	98,275.99	102,094.68

Pay Range 839

Hourly	45.36	47.12	48.95	50.85	52.83	54.89
Biweekly	3,628.84	3,769.49	3,915.96	4,068.25	4,226.69	4,391.38
Annual	94,609.04	98,275.99	102,094.67	106,065.09	110,195.84	114,489.51

Pay Range 842

Hourly	50.85	52.83	54.89	57.03	59.26	61.58
Biweekly	4,068.25	4,226.69	4,391.38	4,562.73	4,740.90	4,926.22
Annual	106,065.09	110,195.84	114,489.51	118,956.89	123,602.03	128,433.06

Under Pay Ranges 831 through 842 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 831

Hourly	34.13	35.42	36.75	38.14	39.59	41.10
Biweekly	2,730.34	2,833.20	2,940.28	3,051.57	3,167.28	3,287.77
Annual	71,183.86	73,865.57	76,657.30	79,558.79	82,575.51	85,715.58

Pay Range 835

Hourly	36.83	38.26	39.74	41.27	42.87	44.54
Biweekly	2,946.69	3,060.47	3,178.88	3,301.91	3,429.91	3,562.86
Annual	76,824.42	79,790.82	82,877.94	86,085.51	89,422.65	92,888.85

Pay Range 836

Hourly	38.26	39.74	41.27	42.87	44.54	46.27
Biweekly	3,060.47	3,178.88	3,301.91	3,429.91	3,562.86	3,701.28
Annual	79,790.82	82,877.94	86,085.51	89,422.65	92,888.85	96,497.66

Pay Range 839

Hourly	42.87	44.54	46.27	48.07	49.94	51.83
Biweekly	3,429.91	3,562.86	3,701.28	3,845.23	3,994.99	4,150.64
Annual	89,422.65	92,888.85	96,497.66	100,250.64	104,155.09	108,213.11

Pay Range 842

Hourly	48.07	49.94	51.83	53.91	56.01	58.27
Biweekly	3,845.23	3,994.99	4,150.64	4,312.60	4,480.99	4,656.11
Annual	100,250.64	104,155.09	108,213.11	112,435.64	116,825.81	121,391.93

**Part 4.** Part 1, Section 4 of ordinance File Number 150504 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):

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPA labor agreement will receive the following rates of pay:

Pay Range 801

Hourly	29.06	31.79	35.31	36.67	38.75
Biweekly	2,325.15	2,543.10	2,825.16	2,933.35	3,099.84
Annual	60,619.98	66,302.25	73,655.96	76,476.62	80,818.08

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,344.18, 2,562.16, 2,844.17, 2,952.37, 3,118.93.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,367.96, 2,585.93, 2,867.95, 2,976.16, 3,142.70.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,377.49,

2,595.45, 2,877.48, 2,985.67, 3,152.24.”

Pay Range 804

Hourly	37.68	38.84	40.06
Biweekly	3,014.09	3,107.46	3,204.8
Annual	78,581.63	81,015.92	83,554.2

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,033.10, 3,126.48, 3,223.84.”

Replace footnote designation “(3)” with the following: “(3) Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,056.93, 3,150.26, 3,247.63.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,066.43, 3,159.79, 3,257.14.”

Pay Range 808

Hourly	39.62	41.15	42.75
Biweekly	3,169.92	3,292.31	3,419.6
Annual	82,644.34	85,835.22	89,156.2

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,188.95, 3,311.36, 3,438.70.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,212.75, 3,335.13, 3,462.50.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,222.28, 3,344.64, 3,472.02.”

Pay Range 812

Hourly	42.77	44.18	45.58
Biweekly	3,421.86	3,534.15	3,646.5
Annual	89,212.78	92,140.34	95,069.4

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,440.90,

3,553.18, 3,665.51.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,464.70, 3,576.98, 3,689.34.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,474.21, 3,586.48, 3,698.84.”

Pay Range 813

Hourly	41.15	42.75	44.40	46.12	47.91	49.77
Biweekly	3,292.31	3,419.69	3,552.09	3,689.76	3,832.79	3,981.6
Annual	85,835.22	89,156.20	92,608.06	96,197.31	99,926.31	103,808.1

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 1, 2017, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,311.36, 3,438.70, 3,571.11, 3,708.78, 3,851.82, 4,000.74.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 1, 2017, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,335.13, 3,426.50, 3,594.89, 3,732.58, 3,875.60, 4,024.53.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 1, 2017, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,344.64, 3,472.02, 3,604.41, 3,742.08, 3,885.11, 4,034.04.”

Under Pay Ranges 801 through 813 delete the current rates of pay and substitute therefor the following rates of pay 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 will receive the following rates of pay:

Pay Range 801

Hourly	20.60	27.47	30.04	33.38	34.65	36.62
Biweekly	1,648.10	2,197.47	2,403.47	2,670.02	2,772.26	2,929.6
Annual	42,968.32	57,291.18	62,661.90	69,611.23	72,276.78	76,380.4

Pay Range 804

Hourly	35.61	36.71	37.86
Biweekly	2,848.57	2,936.82	3,028.8
Annual	74,266.29	76,567.09	78,966.1

Pay Range 808

Hourly	37.45	38.89	40.40
Biweekly	2,995.85	3,111.51	3,231.90
Annual	78,106.09	81,121.51	84,260.25

Pay Range 812

Hourly	40.42	41.75	43.08
Biweekly	3,233.95	3,340.07	3,446.25
Annual	84,313.69	87,080.39	89,848.60

Pay Range 813

Hourly	38.89	40.40	41.96	43.59	45.28	47.04
Biweekly	3,111.51	3,231.90	3,357.02	3,487.14	3,622.34	3,763.00
Annual	81,121.51	84,260.25	87,522.31	90,914.72	94,439.58	98,108.00

**Part 5.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 6.** The provisions of Part 1 and of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2016 (December 20, 2015).

**Part 7.** The provisions of Part 2 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2016 (June 19, 2016).

**Part 8.** The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 25, 2016 (November 20, 2016).

**Part 9.** The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2017 (January 1, 2017).

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

**Part 10.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
06/27/16

Amended by committee 6/29/16 Chris Lee

Clerical corrections 7/6/16 Chris Lee