



Legislation Details (With Text)

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**On agenda:**      **Final action:** 3/1/2016

**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 3-17-16

Date	Ver.	Action By	Action	Result	Tally
2/9/2016	0	COMMON COUNCIL	ASSIGNED TO		
2/23/2016	1	CITY CLERK	DRAFT SUBMITTED		
2/24/2016	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	4:0
3/1/2016	1	COMMON COUNCIL	PASSED	Pass	12:0
3/8/2016	1	MAYOR	SIGNED		
3/17/2016	1	CITY CLERK	PUBLISHED		

151532  
Substitute 1  
150504, 150043, 151529, 151604, 151588  
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:  
Department of Administration, Fire Department, Police Department, Department of Public Works, All Departments

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

**Part 1.** Part 1, Section 1 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 8, 2016 - March 27, 2016):

Under Pay Range 1IX, add the title “Information Services Manager - Milwaukee Police Department (2)” with footnote designation “(2)” attached.

**Part 2.** Part 1, Section 2 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2DN, add the words “Career Ladder Position.” at the beginning of the designated footnotes:

9, 10, 24, 25, 26, and 27.

Under Pay Range 2EN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 11, 12, 13, 14, and 15.

Under Pay Range 2FN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 5, 6, 7, 8, 9, and 10.

Under Pay Range 2GN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 2, 6, 7, 8, 9, and 11.

Under Pay Range 2HN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 2, 3, 8, 9, 10, 11, 12, and 13.

Under Pay Range 2IX, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 3.

Under Pay Range 2JN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1, 2, 3, and 4.

Under Pay Range 2KX, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 5.

Under Pay Range 2MX, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1.

Under Pay Range 2OX, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 3.

Under Pay Range 2QX, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1.

**Part 3.** Part 1, Section 2 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 Range 2EN, add the title “Athletic Trainer.”

Under Pay Range 2EX, add the title “Equal Rights Specialist”.

**Part 4.** Part 1, Section 2 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 6, 2016 - February 28, 2016):

Under Pay Range 2DN, add the title “Milwaukee Plays Program Coordinator (.5 FTE)”.

**Part 5.** Part 1, Section 2 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 8, 2016 - March 27, 2016):

Under Pay Range 2GX, delete the title “Health and Safety Officer”.

Under Pay Range 2IX, add the title “Fire Health and Safety Manager”.

Under Pay Range 2LX, delete the title “Information Systems Manager - Milwaukee Police Department”.

**Part 6.** Part 1, Section 3 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 3LN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 10, 11, 12, and 13.

**Part 7.** Part 1, Section 5 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 5DN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 3, 4, and 5.

Under Pay Range 5EN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1, 4, 8, and 9.

Under Pay Range 5GN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 2.

**Part 8.** Part 1, Section 5 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 8, 2016 - March 27, 2016):

Under Pay Range 5EN, add the title “Emergency Communications Operator I (11)(12)(13)” with the footnotes to read as follows:

“(11) Additional 5% for curriculum development, classroom, or peer training duties.”

“(12) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.”

“(13) Employees to be paid a 3.5% probationary increment of \$1,612.24 (\$41,918.24).”

Under Pay Range 5IN, add the title “Emergency Communications Operator II (3)(4)(5)” with the footnotes to read as follows:

“(3) Additional 5% for leadworker, curriculum, development, classroom, or peer training duties.”

“(4) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.”

“(5) Employees to be paid in the following range \$1,782.59 to \$2,147.11 (\$46,347.34 to \$55,824.86) with a 3.5% probationary increment of \$1,844.98 (\$47,969.48).”

**Part 9.** Part 1, Section 6 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 6FN, add the words “Career Ladder Position.” at the beginning of the designated footnotes:

10 and 11.

**Part 10.** Part 1, Section 6 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 8, 2016 - March 27, 2016):

Under Pay Range 6GN, delete the title “Police Telecommunicator (8)(9)” and footnotes “(8)” and “(9)” in their entirety.

Under Pay Range 6IN, delete the title “Lead Police Telecommunicator (3)” and delete footnote “(3)” in its entirety.

Under Pay Range 6NN, delete the title “Police Dispatcher (2)(3)” and footnotes “(2)” and “(3)” in their entirety.

**Part 11.** Part 1, Section 7 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7AN, add the words “Career Ladder Position.” at the beginning of the designated footnotes:  
1.

Under Pay Range 7CN, add the words “Career Ladder Position in Forestry.” at the beginning of the designated footnotes: 7 and 8.

Under Pay Range 7EN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 2, 3, 4, 5, 11, and 12.

Under Pay Range 7FN, add the words “Career Ladder Position in Forestry.” at the beginning of the designated footnotes: 1.

Under Pay Range 7GN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 5.

Under Pay Range 7HN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1, 6, 9, 10, 11, 12, 13, and 14

Under Pay Range 7IN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1, 3, and 7.

Under Pay Range 7JN, add the words “Apprenticeship Position.” at the beginning of the designated footnotes: 3, 4, 5, and 10.

Under Pay Range 7LN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 3 and 4.

**Part 12.** Part 1, Section 8 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 8AN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1.

Under Pay Range 8JN, add the words “Career Ladder Position.” at the beginning of the designated footnotes: 1, 2, and 4.

**Part 13.** Part 1, Section 9 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 6, 2016 - February 28, 2016):

Under Pay Range 9NN, delete the title “Traffic Control Assistant”.

Under Pay Range 9PN, add the title “Traffic Operations Assistant (4)” with the footnote to read as follows:

“(4) Sophomores and Juniors may be appointed up to \$15.81. Students with senior status may be appointed up to \$17.96.”

**Part 14.** Part 2, Section 9 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Part II. Administration, Section 5 - Special Pay Practices: A. Promotions, Reclassifications, and Reallocations:”, delete the second and third paragraphs and replace with the following two paragraphs:

“Effective Pay Period 1, 2016 (December 20, 2015) A promotion into positions classified as Officials and Administrators in Pay Ranges 1AX to 1GX, positions classified as Professional in Pay Ranges 2AN to 2JN and 2EX to 2KX, or positions in an equivalent non-represented Pay Range in Section 4 - Protective Services, Pay Range 4MX, shall be at 7% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest.

Effective Pay Period 1, 2016 (December 20, 2015) A promotion into positions classified as Officials and Administrators in Pay Ranges 1HX to 1PX, positions classified as Professional in Pay Ranges 2LX to 2QX, or positions in equivalent non-represented Pay Ranges in Section 4 - Protective Services, Pay Ranges 4OX, and 4QX to 4SX, shall be at 10% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest.”

**Part 15.** Part 2, Section 9 of ordinance File Number 150504 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under “Part II. Administration, Section 9 - Supplemental Pay Practices”, add paragraph “K.” as follows:

“K. Certain hours worked by MPD Technical Communications Division eligible civilian employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Technical Communication Division management.”

**Part 16.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 17.** The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2016 (December 20, 2015).

**Part 18.** The provisions of Parts 4 and 13 of this ordinance are deemed to be in force and effect from and after Pay Period 6, 2016 (February 28, 2016).

**Part 19.** The provisions of Parts 1, 5, 8, and 10 of this ordinance are deemed to be in force and effect from and after Pay Period 8, 2016 (March 27, 2016).

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

City Clerk's Office  
Chris Lee  
2/23/16