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

Sponsors: THE CHAIR

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Attachments: 1. Actual Salary Ordinance Changes, 2. Notice published 10/7/2022

Date	Ver.	Action By	Action	Result	Tally
7/28/2022	0	COMMON COUNCIL	ASSIGNED TO		
9/13/2022	1	CITY CLERK	DRAFT SUBMITTED		
9/14/2022	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
9/20/2022	1	COMMON COUNCIL	PASSED	Pass	11:0
9/28/2022	1	MAYOR	SIGNED		
10/7/2022	1	CITY CLERK	PUBLISHED		

220533
SUBSTITUTE 1
210760, 220530, 220531, 220532

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 (Office of the Director, Budget and Management Division, Community Development Grants Administration, Information and Technology Management Division, Office of Equity and Inclusion, Purchasing Division), Assessor's Office, City Attorney, Department of City Development, City Treasurer, Comptroller, Common Council - City Clerk, Deferred Compensation, Department of Employee Relations, Employees' Retirement System, Fire Department, Health Department, Library, Municipal Court, Department of Neighborhood Services, Police Department, Port Milwaukee, Department of Public Works (Administrative Services Division, Infrastructure Services Division, Transportation Fund, 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 (Effective Pay Period 5, 2022 - February 20, 2022):

Under Pay Range 1EX, delete the title of "Fire Dispatch Assistant Manager (5) (12) (20) (27)", delete footnotes "(5)" and "(20)" in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1FX, add the title of “Fire Dispatch Assistant Manager (10) (12) (22) (24)”, add new footnotes “(12)” and “(24)” to read as follows, and renumber remaining footnotes accordingly:

“(12) Recruitment is at:

Biweekly	3,298.70
Annual	85,766.20”

“(24) Recruitment is at:

Biweekly	3,397.66
Annual	88,339.16”

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 10, 2022 - May 1, 2022):

Under Pay Range 1EX, add footnote designations (7) and (22) to the title “Public Health Laboratory Operations Manager”.

Under Pay Range 1JX, add footnote designations (6) and (13) to the title “Public Health Assistant Laboratories Director”.

Under Pay Range 1LX, add new footnotes (6) and (12) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (6) and (12) to the title “Public Health Laboratories Director”:

“(6) Recruitment is at:

Biweekly	4,261.38
Annual	110,795.88”

“(12) Recruitment is at:

Biweekly	4,389.22
Annual	114,119.72”

Part 3. 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 20, 2022 - September 18, 2022):

Under Pay Range 1AX, delete the title “Call Center Supervisor”.

Under Pay Range 1BX, delete the titles “Administrative Services Supervisor” and “Customer Service Specialist”.

Under Pay Range 1CX, delete the titles “Health and Safety Officer”, “Lead Pension Specialist”, and “Water Customer Service Supervisor”.

Under Pay Range 1DX, delete the titles “Fire Personnel Officer”, “Police Payroll Supervisor”, “DNS Personnel Officer”, “Personnel Officer”, “Court Business Manager”, “Safety Supervisor”, “Water Collections Supervisor”, and “Revenue Collection Manager”.

Under Pay Range 1EX, delete the titles “MPD Safety Division Manager”, “Human Resources Supervisor”, “Benefits and Wellness Supervisor”, “Pay Services Supervisor”, “Workforce Planning and Certification Supervisor”, “Business Operations Manager”, “Legislative Research Supervisor”, “Pension Accounting Manager”, “Procurement and Compliance Manager”, “Procurement Manager”, “Water Customer Service Manager”, “ERS Business Operations

Analyst”, and “Tax Collection and Enforcement Coordinator”; amend footnotes (5) and (20) to read as follows, and add the title “Revenue Collection Manager (5) (12) (20) (30)”:

“(5) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10”

“(20) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04”

Under Pay Range 1FX, delete the titles “Business Finance Manager”, “Human Resources Officer”, “Business Operations Manager - Neighborhood Services”, “Business Finance Manager”, “UCC Operations Manager”, and “Water Billing and Collections Manager”; add the titles “Call Center Supervisor (1) (10) (13) (22)”, “Customer Service Specialist (1) (10) (13) (22)”, “Water Customer Services Supervisor (1) (10) (13) (22)”, “Water Collections Supervisor (1) (10) (13) (22)”, and “Tax Collection and Enforcement Coordinator (1) (10) (13) (22)”;

and delete footnotes (12) and (22) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1GX, delete the titles “Safety Manager”, “Water Accounting Manager”, “Water Business Operations Manager”, “Retirement Plan Manager”, “Accounting Manager - City Development”, “Assistant Accounting Manager”, “Assistant City Payroll Manager”, and “Assistant Grant Fiscal Manager”; add the titles “Health and Safety Officer (7) (8) (24) (25)”, “Police Payroll Supervisor (7) (8) (24) (25)”, “Lead Pension Specialist (7) (8) (24) (25)”, “Procurement Specialist (7) (8) (24) (25)”, “Safety Supervisor (7) (8) (24) (25)”, “Leave Administration Coordinator (7) (8) (24) (25)”, “Worker’s Compensation Specialist (7) (8) (24) (25)”, and “Disability Specialist - Lead (7) (8) (24) (25)”;

and amend footnotes (7) and (24) to read the following:

“(7) Recruitment is at:

Biweekly	2,866.90
Annual	74,539.40”

“(24) Recruitment is at:

Biweekly	2,952.91
Annual	76,775.66”

Under Pay Range 1HX, delete the titles “Police Budget and Administration Manager”, “Emergency Communications Finance Manager”, “Emergency Communications Human Resources Administrator”, “Human Resources Administrator”, “Fire and Police Commission Chief of Staff”, “Legislative Reference Bureau Manager”, “Budget and Management Reporting Manager”, “Administrative Services Manager”, “Associate Director”, “Health Budget and Administration Manager”, and “Tax Billing and Collection Manager”; add the titles “Human Resources Supervisor (8) (9) (17) (18)”, “Accounting Manager - City Development (8) (9) (17) (18)”, “Assistant Accounting Manager (8) (9) (17) (18)”, “Assistant City Payroll Manager (8) (9) (17) (18)”, “Assistant Grants Fiscal Manager (8) (9) (17) (18)”, “UCC Operations Manager (8) (9) (17) (18)”, “Water Billing and Collections Manager (8) (9) (17) (18)”, “Benefits and Wellness Supervisor (8) (9) (17) (18)”, “Pay Services Supervisor (8) (9) (17) (18)”, “Workforce Planning and Certification Supervisor (8) (9) (17) (18)”, “Business Operations Manager (8) (9) (17) (18)”, “Legislative Research Supervisor (8) (9) (17) (18)”, “Pension Accounting Manager (8) (9) (17) (18)”, “Procurement and Compliance Manager (8) (9) (17) (18)”, “Procurement Manager (8) (9) (17) (18)”, “Water Customer Service Manager (8) (9) (17) (18)”, “ERS Business Operations Analyst (8) (9) (17) (18)”, “Court Business Manager (8) (9) (17) (18)”, “Administrative Services Manager - Assessor (8) (9) (17) (18)”, and “Office of Violence Prevention Operations Manager (5) (8) (14) (17)”;

and amend footnotes (5) and (14) to read as follows:

“(5) Recruitment is at:

Biweekly	2,900.08
Annual	75,402.08”

“(14) Recruitment is at:

Biweekly	2,987.08
Annual	77,664.08”

Under Pay Range IIX, delete the titles “Accounting Manager”, “Audit Manager”, “City Payroll Manager”, “Fire and Police Commission Audit Manager”, “Fire and Police Commission Staffing Services Manager”, “Grants Fiscal Manager”, “Worker’s Compensation and Safety Manager”, “Human Resources Manager”, “Revenue and Financial Services Manager”, “Water Financial Manager”, and “Finance and Administration Manager”; add the titles “Police Human Resources Administrator (3) (10) (15) (22)”, “MPD Safety Division Manager (3) (10) (15) (22)”, “Fire Human Resources Administrator (3) (10) (15) (22)”, “Business Finance Manager (3) (10) (15) (22)”, “Emergency Communications Human Resource Administrator (3) (10) (15) (22)”, “Emergency Communications Finance Manager (3) (10) (15) (22)”, “Legislative Reference Bureau Manager (3) (10) (15) (22)”, “Port Finance and Administration Officer (3) (10) (15) (22)”, “ITMD Policy and Administration Manager (3) (10) (15) (22)”, “Budget Manager - City Development (3) (10) (15) (22)”, “Administrative Services Manager (3) (10) (15) (22)”, “Associate Director (3) (10) (15) (22)”, “Health Budget and Administration Manager (3) (10) (15) (22)”, “Tax Billing and Collection Manager (3) (10) (15) (22)”, “Safety Manager (3) (10) (15) (22)”, “Water Accounting Manager (3) (10) (15) (22)”, “Water Business Operations Manager (3) (10) (15) (22)”, “Retirement Plan Manager (3) (10) (15) (22)”, “Human Resources Compliance Officer (3) (10) (15) (22)”, “DCD Human Resources Administrator (3) (10) (15) (22)”, “Library Human Resources Administrator (3) (10) (15) (22)”, “Health Human Resources Administrator (3) (10) (15) (22)”, “Business Operations Manager - Neighborhood Services (3) (10) (15) (22)”, “Library Business Manager (3) (10) (15) (22)”, “DNS Human Resources Administrator (3) (10) (15) (22)”, “City Attorney Human Resources Administrator (3) (10) (15) (22)”, “Water Works Human Resources Administrator (3) (10) (15) (22)”, “Business Finance Manager (3) (10) (15) (22)”, “Infrastructure Human Resources Administrator (3) (10) (11) (15) (22) (23)”, and “Operations Human Resources Administrator (3) (10) (11) (14) (21) (22)”; add footnote designations (12) and (24) to the title “Violence Reduction and Prevention Program Director”; add new footnotes (10) (11) (12) (21) (22) and (24) to read the following; and renumber remaining footnotes accordingly:

“(10) Recruitment is at:

Biweekly	3,632.92
Annual	94,455.92”

“(11) The incumbents of the positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.”

“(12) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90”

“(22) Recruitment is at:

Biweekly	3,741.91
Annual	97,289.66”

“(23) The incumbents of the positions in this class, if certified by the Commissioner of Public Works as being, when

appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.”

“(24) Recruitment is at:

Biweekly	3,123.63
Annual	81,214.38”

Under Pay Range 1JX, add the title “Police Budget and Administration Manager (3) (7) (10) (14)”, “Accounting Manager (3) (7) (10) (14)”, “Audit Manager (3) (7) (10) (14)”, “City Payroll Manager (3) (7) (10) (14)”, “Fire and Police Commission Audit Manager (3) (7) (10) (14)”, “Fire and Police Commission Staffing Services Manager (3) (7) (10) (14)”, “Grants Fiscal Manager (3) (7) (10) (14)”, “Worker’s Compensation and Safety Manager (3) (7) (10) (14)”, “Human Resources Manager (3) (7) (10) (14)”, “Revenue and Financial Services Manager (3) (7) (10) (14)”, “Water Financial Manager (3) (7) (10) (14)”, and “Finance and Administration Manager (3) (7) (10) (14)”; add new footnotes (7) and (14) to read as follows, and renumber remaining footnotes accordingly:

“(7) Recruitment is at:

Biweekly	3,881.54
Annual	100,920.04”

“(14) Recruitment is at:

Biweekly	3,997.99
Annual	103,947.74”

Under Pay Range 1KX, delete the titles “Accounts Director”, “Employee Benefits Director”, “Financial Services Director”, “Investments and Financial Services Director”, and “Labor Negotiator”.

Under Pay range 1LX, delete footnote designations (1) (3) and (6) from and add footnote designations (5) (10) and (11) the title “Budget and Fiscal Policy Operations Manager”; add the titles “Accounts Director (4) (5) (10) (11)”, “Employee Benefits Director (4) (5) (10) (11)”, “Financial Services Director (4) (5) (10) (11)”, “Investments and Financial Services Director (4) (5) (10) (11)”, “Labor Negotiator (4) (5) (10) (11)”, “Executive Director - Deferred Compensation Board (4) (5) (10) (11)”, and “Fire and Police Commission Deputy Director (4) (5) (10) (11)”; add new footnotes (4) (5) (10) and (11) to read as follows; and renumber remaining footnotes accordingly:

“(4) Recruitment is at:

Biweekly	4,620.54
Annual	120,134.04”

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

“(10) Recruitment is at:

Biweekly	4,759.16
Annual	123,738.16”

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

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:

Under Pay Range 2HN, correct footnote (30) to reflect the designation number.

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 10, 2022 - May 1, 2022):

Under Pay Range 2EN, delete footnote designations (3) (20) from and add footnote designations (12) (13) (29) (30) to the title “Laboratory Data Specialist”.

Under Pay Range 2FN, add footnote designations (12) (25) to the titles “Chemist”, “Microbiologist”, and “Virologist”.

Under Pay Range 2GN, delete the title “Water Quality Analyst (9) (15) (26) (32)”.

Under Pay Range 2HN, delete footnote designations (10) (25) from and add footnote designations (13) (15) (28) (30) to the title “Laboratory Information Systems Specialist”; delete footnote designations (12) (27) from and add footnote designations (13) (28) to the titles “Laboratory Quality Assurance Specialist”, “Chemist - Senior”, “Microbiologist - Senior”, “Virologist - Senior”; and add the title “Water Quality Analyst (13) (15) (28) (30)”.

Under Pay Range 2JN, add new footnotes (4) and (8) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (4) and (8) to the titles “Bioinformatician” and “Microbiologist - Lead”:

“(4) Recruitment is at:

Biweekly	2,844.62
Annual	73,960.12”

“(8) Recruitment is at:

Biweekly	2,929.96
Annual	76,178.96”

Part 6. 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 20, 2022 - September 18, 2022):

Under Pay Range 2BN, delete the title “Pension Specialist”.

Under Pay Range 2CN, delete the titles “Accountant I”, “Business Analyst”, “Disability Specialist”, “Accountant I”, and “ReCAST Program Coordinator”.

Under Pay Range 2DN, delete the titles “Health and Safety Specialist”, “Pension Specialist - Senior”, “Human Resources Analyst”, “Safety Specialist”, “Purchasing Agent”, “Benefit Services Coordinator”, “Test Administration Coordinator”, and “Accountant II”; delete footnote designations (6) and (25) from and add footnote designations (15) (17) (34) (36) to the title “City Payroll Specialist”; add the titles “Accounting Coordinator I (14) (15) (33) (34)” and “Accounting Coordinator II (15) (17) (34) (36)”;

delete footnote designations (8) (27) from and add footnote designations (6) (15) (25) (34) to the title “Business Services Specialist”; and amend footnotes (6) (14) (19) (25) (33) and (38) to read the following:

“(6) Recruitment is at:

Biweekly	1,899.73
Annual	49,392.98”

“(14) Recruitment is at:

Biweekly	1,899.85
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Annual 49,396.10”

“(19) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.”

“(25) Recruitment is at:

Biweekly 1,956.72
Annual 50,874.72”

“(33) Recruitment is at:

Biweekly 1,956.85
Annual 50,878.10”

“(38) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.”

Under Pay Range 2EN, delete the titles “Athletic Trainer” and “Investigator / Adjuster”; add titles “Benefit Services Coordinator (2) (13) (19) (30)”, “Test Administration Coordinator (2) (13) (19) (30)”, and “Paralegal (2) (13) (19) (30)”; and amend footnotes (2) (10) (19) an (27) to read as follows:

“(2) Recruitment is at:

Biweekly 2,218.88
Annual 57,690.88”

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

Biweekly 2,290.54 2,488.27
Annual 59,554.04 64,695.02”

“(19) Recruitment is at:

Biweekly 2,285.45
Annual 59,421.70”

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

Biweekly 2,359.26 2,562.92
Annual 61,340.76 66,635.92”

Under Pay Range 2EX, delete the titles “Deferred Compensation Plan Coordinator”, “Management Accountant - Senior”, “Business Analyst Senior”, “Disability Specialist - Senior”, and “Legislative Analyst - Associate”.

Under Pay Range 2FX, delete the titles ‘Emergency Communications Human Resources Analyst - Senior’, “Worker’s Compensation Analyst”, “Human Resources Analyst - Senior”, “Diversity Recruiter”, “Recruiter”, “Safety Specialist - Senior”, “Certification and Communications Coordinator”, “Fire and Police Commission Auditor”, “DPW Operations Business Analyst”, “Purchasing Agent - Senior”, “Associate Auditor”, “Finance Specialist”, “Water Claims Specialist”, “Workforce Grant Specialist”, “Workforce Outreach Specialist”, “Business Operations Associate”, and ‘Injury and Violence Prevention Program Coordinator’; delete footnotes (2) (3) (7) and (8) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2GX, delete the titles “Procurement Specialist”, “Management and Accounting Officer”, “Accountant III”, “Workforce Development Coordinator”, “Accounting Specialist”, “Associate IT Auditor”, “Auditor”, “Business Inclusion Program Coordinator”, “Contract Compliance Officer”, “Grant Monitor”, “Pension Accounting Specialist”, “Benefit Systems Analyst”, “HRIS Analyst”, “Test Administration Specialist”, and “Investment and Financial Services Specialist”; add the titles “Business Operations Specialist (7) (10) (17) (20)”, “Paralegal - Lead (7) (10) (17) (20)”, “Family Violence Prevention Program Coordinator (7) (17)”, “Community Violence Prevention Program Coordinator (7) (17)”, and “ReCAST Program Coordinator (7) (17)”; and amend footnotes (10) and (20) to read as follows:

“(10) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12”

“(20) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90”

Under Pay Range 2HX, delete the titles ‘Accounting and Grant Specialist’, ‘Fire Compliance Officer’, ‘Fire and Police Commission Compliance Auditor’, ‘Leave Administration Coordinator’, ‘Operations Personnel Officer’, ‘Infrastructure Services Personnel Officer’, ‘Business Finance Officer’, ‘Human Resources Representative’, ‘Accounting and Grant Specialist’, ‘Accountant - Lead’, ‘Worker’s Compensation Specialist’, ‘Disability Specialist - Lead’, ‘Accounting Supervisor’, ‘Auditor - Lead’, ‘Fire and Police Commission Investigator’, ‘IT Auditor’, ‘Legislative Fiscal Analyst - Lead’, ‘Senior Auditor’, ‘Management Services Analyst’, ‘Family Injury and Violence Prevention Manager’, ‘ReCAST Program Manager’, and ‘Violence Prevention Manager’; and add the title “Grant Compliance Coordinator (1) (8)”.

Under Pay Range 2IX, delete the titles “Police Open Records Legal Advisor”, “Fire Health and Safety Manager”, “Employee Assistance and Resource Coordinator”, “Fiscal Planning Specialist”, and “Investments and Financial Services Coordinator”; add footnote designations (1) and (12) to the title “Financial Analyst”; add the titles “Athletic Trainer (1) (4) (12) (15)”, “Benefits Systems Analyst (4) (10) (15) (21)”, “HRIS Analyst (4) (10) (15) (21)”, “Test Administration Specialist (4) (10) (15) (21)”, “Management Services Analyst (1) (4) (12) (15)”, “Business Finance Officer (1) (4) (12) (15)”, “Investments and Financial Services Specialist (1) (4) (12) (15)”, “Associate Auditor (1) (4) (12) (15)”, “Finance Specialist (1) (4) (12) (15)”, “Water Claims Specialist (1) (4) (12) (15)”, “Workforce Grant Specialist (1) (4) (12) (15)”, “Workforce Outreach Specialist (1) (4) (12) (15)”, “Legislative Analyst - Associate (1) (4) (12) (15)”, “Investigator / Adjuster (1) (4) (12) (15)”, “Human Resources Analyst (1) (4) (12) (15)”, “Safety Specialist (1) (4) (12) (15)”, “Purchasing Agent (1) (4) (12) (15)”, “Business Analyst (1) (4) (12) (15)”, “Disability Specialist (1) (4) (12) (15)”, “Pension Specialist (1) (4) (12) (15)”, “Family Violence Prevention Manager (4) (11) (15) (22)”, “Suicide Prevention Manager (4) (11) (15) (22)”, “ReCAST Program Manager (4) (11) (15) (22)”, and “Community Violence Prevention Manager (4) (11) (15) (22)”; amend footnotes (10) and (21) and add new footnotes (11) and (22) to read as follows; and renumber remaining footnotes accordingly:

“(10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12”

“(11) Recruitment is at:

Biweekly	2,735.92
Annual	71,133.92”

“(21) Recruitment is at:

Biweekly	2,691.00
Annual	69,966.00"

“(22) Recruitment is at:

Biweekly	2,818.00
Annual	73,268.00"

Under Pay Range 2JX, delete the titles “Human Resources Compliance Officer”, “Risk Management and Safety Officer”, “Grant Compliance Manager”, and “Violence Prevention Research Coordinator”; add the titles “Health and Safety Specialist (4) (5) (13) (14)”, “Emergency Communications Human Resources Analyst - Senior (4) (5) (13) (14)”, “Pension Specialist - Senior (4) (5) (13) (14)”, “Deferred Compensation Plan Coordinator (4) (5) (13) (14)”, “Management Accountant - Senior (4) (5) (13) (14)”, “Business Analyst - Senior (4) (5) (13) (14)”, “Disability Specialist - Senior (4) (5) (13) (14)”, “Worker’s Compensation Analyst (4) (5) (13) (14)”, “Diversity Recruiter (4) (5) (13) (14)”, “Recruiter (4) (5) (13) (14)”, “Certification and Communications Coordinator (4) (5) (13) (14)”, “Fire and Police Commission Auditor (4) (5) (13) (14)”, “DPW Operations Business Analyst (4) (5) (13) (14)”, “Purchasing Agent - Senior (4) (5) (13) (14)”, “Management and Accounting Officer (4) (5) (13) (14)”, “Accountant III (4) (5) (13) (14)”, “Workforce Development Coordinator (4) (5) (13) (14)”, “Accounting Specialist (4) (5) (13) (14)”, “Associate IT Auditor (4) (5) (13) (14)”, “Auditor (4) (5) (13) (14)”, “Business Inclusion Program Coordinator (4) (5) (13) (14)”, “Contract Compliance Officer (4) (5) (13) (14)”, “Grant Monitor (4) (5) (13) (14)”, “Pension Accounting Specialist (4) (5) (13) (14)”, “Investments and Financial Services Coordinator (4) (5) (13) (14)”, “Senior Financial Analyst (4) (5) (13) (14)”, “Safety Specialist - Senior (1) (4) (5) (9) (10) (13) (14) (18)”, and “Transportation Financial Analyst(1) (4) (5) (10) (13) (14)”; amend footnotes (9) and (18) to read as follows; and renumber remaining footnotes accordingly:

“(9) Additional 5% when assigned lead or supervisory assignments.”

“(18) Additional 5% when assigned lead or supervisory assignments.”

Under Pay Range 2KX, delete the title “Senior IT Auditor” and add the titles “Human Resources Representative (4) (5) (9) (10)”, “Accounting and Grant Specialist (4) (5) (9) (10)”, “Fire Compliance Officer (4) (5) (9) (10)”, “Grant Compliance Manager (4) (5) (9) (10)”, “Accountant - Lead (4) (5) (9) (10)”, “Accounting Supervisor (4) (5) (9) (10)”, “Auditor - Lead (4) (5) (9) (10)”, “Fire and Police Commission Investigator (4) (5) (9) (10)”, “IT Auditor (4) (5) (9) (10)”, “Legislative Fiscal Analyst - Lead (4) (5) (9) (10)”, and “Senior Auditor (4) (5) (9) (10)”.

Under Pay Range 2LX, delete the titles “Port Finance and Administration Officer” and “Policy and Administration Manager”, and add the titles “Senior IT Auditor (1) (4) (5) (8)”, “Risk Management and Safety Officer (1) (4) (5) (8)”, “Employee Assistance and Resource Coordinator (1) (4) (5) (8)”, and “Fiscal Planning Specialist (1) (4) (5) (8)”.

Under Pay Range 2MX, delete footnote designations (5) (10) from and add footnote designations (4) (6) (10) (12) to the title “Budget and Fiscal Policy Manager”; add the titles “Fire Health and Safety Manager (4) (6) (10) (12)”, “Police Open Records Legal Advisor (4) (10)”, and “Fire and Police Commission Compliance Auditor (4) (10)”; add new footnotes (6) and (12) to read as follows; and renumber remaining footnotes accordingly:

“(6) Recruitment is at:

Biweekly	3,632.92
Annual	94,455.92"

“(12) Recruitment is at:

Biweekly	3,741.91
Annual	97,289.66"

Under Pay Range 2OX, delete the title “Executive Director - Deferred Compensation Board”, delete footnote designations (3) (6) from and add footnote designations (4) (5) (9) (10) to the titles “ARPA Director” and “Capital Finance Manager”, add new footnotes (4) (5) (9) and (10) to read as follows, and renumber remaining footnotes accordingly:

“(4) Recruitment is at:

Biweekly	3,768.08
Annual	97,970.08”

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

“(9) Recruitment is at:

Biweekly	3,881.12
Annual	100,909.12”

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

Part 7. 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 (Effective Pay Period 10, 2022 - May 1, 2022):

Under Pay Range 3DN, amend footnotes (2) and (5) to read as follows:

“(2) Recruitment is at:

Biweekly	1,740.62
Annual	45,256.12”

“(5) Recruitment is at:

Biweekly	1,792.84
Annual	46,613.84”

Part 8. 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 (Effective Pay Period 5, 2022 - February 20, 2022):

Under Pay Range 5IN, amend footnotes “(4)” and “(10)” to read as follows:

“(4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

A 911 Dispatcher assigned to intermittent on-the-job peer training or assigned to perform a Fire Dispatcher - Senior assignment to be paid an additional 5% and at the minimum of the following rate. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12”

“(10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department.

Appointment may be at any rate in the following pay range.

Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

A 911 Dispatcher assigned to intermittent on-the-job peer training or assigned to perform a Fire Dispatcher - Senior assignment to be paid an additional 5% and at the minimum of the following rate. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74"

Part 9. 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 (Effective Pay Period 20, 2022 - September 18, 2022):

Under Pay Range 5EN, amend footnotes (2) and (9) and add new footnotes (7) and (14) to read the following, renumber remaining footnotes accordingly, and add footnote designations (7) (14) to the title of "Personnel Payroll Assistant III" and "Accounting Assistant III":

"(2) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,659.38	1,834.11
Annual	43,143.88	47,686.86"

"(7) Recruitment is at:

Biweekly	1,659.38
Annual	43,143.88"

"(9) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,956.85	1,889.13
Annual	50,878.10	49,117.38"

"(14) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10"

Under Pay Range 5GN, add new footnotes (4) and (8) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (4) and (8) to the titles "Accounting Program Assistant III" and "Health Accounting Assistant":

"(4) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10"

"(8) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10"

Under Pay Range 5HN, add new footnotes (1) and (2) to read as follows, renumber remaining footnotes accordingly, and

add footnote designations (1) (2) to the title “Water Billing Specialist”:

“(1) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10”

“(2) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10”

Under Pay Range 5IN, delete footnote designations (1) (7) from and add footnote designations (6) (12) to the title “Revenue Collection Specialist”.

Under Pay Range 5JN, delete the title “Paralegal”, delete footnotes (2) and (4) in their entirety, and renumber remaining footnotes accordingly.

Part 10. Part 1, Section 6 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 20, 2022 - September 18, 2022):

Under Pay Range 6GN, delete footnotes designation (1) from and add footnote designation (6) to the titles ‘Accounting Assistant I’ and “Personnel Payroll Assistant I”, add new footnotes (3) and (6) to read as follows, and renumber remaining footnotes accordingly:

“(3) Recruitment is at:

Biweekly	1,550.85
Annual	40,322.10”

“(6) Recruitment is at:

Biweekly	1,597.38
Annual	41,531.88”

Under Pay Range 6HN, delete footnote designations (2) and (6) from and add footnote designations (5) and (10) to the titles “Accounting Assistant II”, “Personnel Pay Assistant II”, “Teller”; add footnote designations (5) and (10) to the title “Accounting Program Assistant I”; add new footnotes (5) and (10) to read as follows; and renumber remaining footnotes accordingly:

“(5) Recruitment is at:

Biweekly	1,611.08
Annual	41,888.08”

“(10) Recruitment is at:

Biweekly	1,659.41
Annual	43,144.66”

Under Pay Range 6KN, delete footnotes designation (1) from and add footnote designation (6) the title “Accounting Program Assistant II”, add new footnotes (3) and (6) to read as follows, and renumber remaining footnotes accordingly:

“(3) Recruitment is at:

Biweekly	1,659.38
Annual	43,143.88”

“(6) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10”

Under Pay Range 6NN, delete footnote designation (1) from and add footnote designation (4) to the title “Tax Enforcement Specialist”, add new footnotes (2) and (4) to read as follows, and renumber remaining footnotes accordingly:

“(2) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10”

“(4) Recruitment is at:

Biweekly	1,956.85
Annual	50,878.10”

Part 11. Part 2, 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 (Effective Pay Period 20, 2022 - September 18, 2022):

Under Part II, Section 5: Promotions and Special Pay Practices, amend section “C. Pay Equity Adjustments:” to read the following:

“C. Pay Equity Adjustments: In order to establish flexibility to address internal equity problems, the Department of Employee Relations is authorized to recommend pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Protective Service Workers (Section 4) with the exception of represented sworn employees, Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), and Service and Maintenance (Section 8).

Equity adjustments may be requested when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work within the same department. Both employees must be performing the work at the same level of proficiency. The adjustment shall not exceed the rate of pay of the new employee, must be approved prospectively, and must not exceed the maximum of the range. The adjustment shall not create pay compression problems within the work unit and must be funded via departmental budgets.”

Part 12. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 13. The provisions of Parts 1 and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 5, 2022 (February 20, 2022).

Part 14. The provisions of Parts 2, 5, and 7 of this ordinance are deemed to be in force and effect from and after Pay Period 10, 2022 (May 1, 2022).

Part 15. The provisions of Parts 3, 6, 9, 10, and 11 of this ordinance are deemed to be in force and effect from and after Pay Period 20, 2022 (September 18, 2022).

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

Part 16. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
09/13/2022

Technical Corrections
Chris Lee
10/04/2022
10/14/2022