



Legislation Details (With Text)

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On agenda: **Final action:** 7/31/2018

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. Notice Published on 8-16-18

Date	Ver.	Action By	Action	Result	Tally
7/10/2018	0	COMMON COUNCIL	ASSIGNED TO		
7/20/2018	1	CITY CLERK	DRAFT SUBMITTED		
7/25/2018	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
7/31/2018	1	COMMON COUNCIL	PASSED	Pass	13:0
8/9/2018	1	MAYOR	SIGNED		
8/16/2018	1	CITY CLERK	PUBLISHED		

180544
SUBSTITUTE 1
170680, 180423, 180543, 180613
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:
Department of Administration, City Treasurer, Election Commission, Fire and Police Commission, Fire Department, Health Department, Municipal Court, Police Department, Department 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 1, 2018 - December 31, 2017):

Under Pay Range 1CX, delete the title "Safety Supervisor (1)".

Under Pay Range 1DX, add the title "Safety Supervisor (2)(5)" and add footnote "(5)" as follows:

"(5) Recruitment is at \$2,248.55 (\$58,462.30)."

Under Pay Range 1GX, add the title "Safety Manager (7)" with a new footnote "(7)" to read as follows:

“(7) Recruitment is at \$2,724.12 (\$70,827.12).”

Under Pay Range 1IX, add the title “Streetcar System Manager”.

Part 2. 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 15, 2018 - July 15, 2018):

Under Pay Range 1FX, delete the title “Special Assistant to the City Treasurer”.

Under Pay Range 1HX, add the title “Tax Billing and Collection Manager”.

Under Pay Range 1IX, delete the title “Investments and Financial Services Manager”.

Under Pay Range 1KX, delete the title “Deputy City Treasurer” and add the title “Investments and Financial Services Director”.

Under Pay Range 1LX, add the title “Deputy City Treasurer”.

Part 3. 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 16, 2018 - July 29, 2018):

Under Pay Range 1HX, add the title “IT Project Manager”.

Part 4. Part 1, Section 2 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):

Under Pay Range 2CN, delete the title “Safety Specialist”.

Under Pay Range 2DN, add the title “Safety Specialist (25)” and add footnote “(25)” as follows:

“(25) Recruitment is at \$1,742.53 (\$45,305.78).”

Under Pay Range 2EX, delete the title “Safety Specialist-Senior (1)” and delete footnote “(1)” in its entirety.

Under Pay Range 2FX, add the title “Fire and Police Commission Risk Auditor”, add the title “Safety Specialist -Senior (1) (2) (3)”, and add footnotes “(2)” and “(3)” as follows:

“(2) Recruitment is at \$1,979.57 (\$51,468.82).”

“(3) Additional 5% when performing lead or supervisory assignments.”

Under Pay Range 2MX, add the title “Fire and Police Commission Risk Manager (4)” and add footnote “(4)” to read:

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

Part 5. Part 1, Section 2 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 16, 2018 - July 29, 2018):

Under Pay Range 2EN, add the title of “Lead Project Specialist”.

Part 6. Part 1, Section 5 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 15, 2018 - July 15, 2018):

Under Pay Range 5FN, delete the title “Lead Teller (2)”.

Under Pay Range 5IN, add the title “Revenue Collection Specialist (1)”.

Part 7. Part 1, Section 5 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 15, 2018 - July 15, 2018):

Under Pay Range 5EN, delete the title “Emergency Communications Operator I (11)(12)(13)” and delete footnotes “(11)”, “(12)”, and “(13)” in their entirety.

Under Pay Range 5IN, delete the title “Emergency Communications Operator II (2)(3)(4)(5)”, add the title “Emergency Communications Operator (2)(3)(4)(5)(6)”, and amend footnotes “(2)”, “(3)”, “(4)”, “(5)”, “(6)”, and “(7)” to read as follows:

- “(2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.”
- “(3) Career Ladder Position. Minimum recruitment is at \$1,666.38 (\$43,325.88). An Emergency Communications Operator will advance to the appropriate increment in the following range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,666.38, \$1,782.59, \$1,857.90, \$1,936.40, \$2,018.21, \$2,103.48, \$2,192.36 (\$43,325.88, \$46,347.34, \$48,305.40, \$50,346.40, \$52,473.46, \$54,690.48, \$57,001.36). An Emergency Communications Operator who reaches and remains at step seven for 26 pay periods is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step seven of the career ladder.”
- “(4) Career Ladder Assignments. An Emergency Communications Operator assigned to training duties by the Chief of Police to be paid at the appropriate increment of \$2,258.13 or \$2,325.87 (\$58,711.38 or \$60,472.62) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance. An Emergency Communications Operator assigned to intermittent training duties to be paid an additional 5%.”
- “(5) Career Ladder Assignment. An Emergency Communications Operator assigned to Lead duties by the Chief of Police to be paid at the appropriate increment of \$2,345.83, \$2,469.93 or \$2,600.60 (\$60,991.58, \$64,218.18, or \$67,615.60) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance.”
- “(6) Career Ladder Position. The Emergency Communications Operators listed at the end of this footnote will advance to the appropriate increment in the range listed below upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,557.72, \$1,627.82, \$1,692.93, \$1,760.65, \$1,831.07 (\$40,500.72, \$42,323.32, \$44,016.18, \$45,776.90, \$47,607.82) If a listed employee reaches and remains at step five for 26 pay

periods, that employee is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step five of the career ladder. If a listed employee is assigned to training duties by the Chief of Police, that employee is to be paid at the appropriate increment of \$1,886.01 or \$1,942.59 (\$49,036.26 or \$50,507.34) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance. A listed employee assigned to intermittent training duties to be paid an additional 5%. Employee with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Sherrel Cannon, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowki, Jessica Klos, Diana Lebron, David Lussier, Elisa Marquez, Margaret Marr, Rose McCulla, Loreal McKinley, Bonnie Muzia, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.”

“(7) Career Ladder Position. Minimum recruitment is at \$1,666.38 (\$43,325.88). A Fire Dispatcher will advance to the appropriate increment in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,666.38, 1,782.59, 1,877.25, 1,976.93, 2,081.90, 2,192.36 (43,325.88, 46,347.43, 48,808.38, 51,400.11, 54,129.45, 57,001.38). A Fire Dispatcher who reaches and remains at step six for 26 pay periods is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step six of the career ladder.”

Part 8. Part 1, Section 9 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 16, 2018 - July 29, 2018):

Under Pay Range 9EN, add the title “Temporary Program Assistant I”, and replace the rates of pay for this pay range to read:

Hourly 19.47
Biweekly1,557.72
Annual40,500.72

Under Pay Range 9HN, add the title “Temporary Election Services Office Administrator”, and replace the rates of pay for this pay range to read:

Hourly 23.22
Biweekly1,857.47
Annual48,294.22

Part 9. Part 2, Section 9 of ordinance File Number 170680 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under “Part II, Section 9: Supplemental Pay Practices”, add paragraph “L.” and replace paragraphs “G., H., I., and J.” to read as follows:

“G. Weekend Differential: Employees holding positions classified as non-exempt under the FLSA shall receive fifty cents (\$.50) per hour for regularly scheduled Saturday work and sixty cents (\$.60) per hour for scheduled Sunday work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Weekend differential shall be paid for all hours for which an eligible

employee would have received the differential but for the fact that the employee was on vacation, holiday, sick leave or funeral leave. Shift and weekend differential shall be paid for no more than 40 hours worked, including Holidays.”

“**H.** Hours worked by Department of Public Works employees in response to an emergency call out by management 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, eligible employees must perform work in response to, or as a result of, a department emergency call out. Activities included under “emergency call out” are to be determined at the discretion of the DPW Commissioner.”

“**I.** Hours worked by Milwaukee Water Works Distribution Section eligible employees in response to emergency call out 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, employees must be eligible for “call out” assignments (outside of scheduled hours) as determined by Milwaukee Water Works. This provision does not apply to hours worked as an extension of the normal work day or work scheduled in advance by Milwaukee Water Works.”

“**J.** Certain hours worked by MWW - Plant Operations 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 Plant Operations.”

“**L.** Certain hours worked by MFD Technical Services 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 Dispatch Division management.”

Part 10. Part 2, Section 9 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 18, 2018 - August 26, 2018):

Under “Part II, Section 9: Supplemental Pay Practices”, replace paragraph “B. Interpreter Pay:” with the following:

“**B. Interpreter Pay:** Employees of the Municipal Court shall be eligible for a premium of \$1 per hour while performing interpreter duties during court proceedings. Eligibility for interpreter pay provisions for positions outside of the Municipal Court is subject to approval from the Common Council.”

Part 11. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 12. The provisions of Parts 1 and 4 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2018 (December 31, 2017).

Part 13. The provisions of Parts 2, 6 and 7 of this ordinance are deemed to be in force and effect from and

after Pay Period 15, 2018 (July 15, 2018).

Part 14. The provisions of Parts 3, 5, and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 16, 2018 (July 29, 2018).

Part 15. The provisions of Part 10 of this ordinance are deemed to be in force and effect from and after Pay Period 18, 2018 (August 26, 2018).

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
07/20/18

Clerical Corrections
Chris Lee
08/06/18, 08/15/18