



Legislation Details (With Text)

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On agenda: **Final action:** 1/20/2010

Effective date:

Title: A substitute ordinance to further amend the 2010 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE

Attachments: 1. Early Sign Letter, 2. Notice Published on 2-3-10

Date	Ver.	Action By	Action	Result	Tally
12/1/2009	0	COMMON COUNCIL	ASSIGNED TO		
1/8/2010	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
1/11/2010	1	CITY CLERK	DRAFT SUBMITTED		
1/13/2010	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
1/20/2010	1	COMMON COUNCIL	PASSED	Pass	14:0
1/22/2010	1	MAYOR	SIGNED		
2/3/2010	1	CITY CLERK	PUBLISHED		

090960
Substitute 1
090457
THE CHAIR

A substitute ordinance to further amend the 2010 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments: Employees Retirement System, Department of Employee Relations, Fire Department, Health, Management, nonmanagement/non representative, Department of Neighborhood Services, Police Department, Department of Public Works, City Treasurer and Local 494, IBEW, AFL-CIO (Machine Shop) members

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

Part 1. Section 2 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2010 - December 27, 2009):

Under Salary Grade 012, delete the title "Information Systems Manager-ERS."

Under Salary Grade 016, add the title "ERS Chief Technology Officer 5/" and add footnote "5/" to read as follows: "Recruitment may be at any rate in the salary grade, subject to approval by the Department of

Employee Relations and the Chair of the Committee on Finance & Personnel.”

Part 2. Section 3 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2010 - December 27, 2009):

Under Pay Range 238, add the footnote designation “3/” to the title “Heavy Equipment Lubricator” and add footnote “3/” to read as follows: “Effective Pay Period 1, 2010 through Pay Period 26, 2011, one position filled by Marcial Serrano to be paid at the biweekly rate of \$1,610.12.”

Part 3. Section 5 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2010 - December 27, 2009):

Under Pay Range 415, delete the title “Claims Processor I.”

Under Pay Range 435, delete the title “Claims Processor II” and add the title “Claims Processor I.”

Under Pay Range 460, add the title “Claims Processor II.”

Part 4. Section 8 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2010 - December 27, 2009):

Under Pay Range 553, delete the title “Building Code Enforcement Inspector.”

Create a Pay Range 597 and add footnote “1/” to read as follows:

Pay Range 597

Official Rate-Biweekly (2010)

2,257.56	2,344.21	2,434.39	2,528.08	2,625.61	2,742.05
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Investments and Financial Services Specialist 1/

1/ Appointment may be up to the fifth step of the pay range 597 with the approval of the Department of Employee Relations and the Chair of the Finance & Personnel Committee.

Part 5. Section 8 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 530, add the title “Fire Education Specialist.”

Part 6. Section 13 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2007 - December 31, 2006):

Eliminate the rates of pay shown for Pay Ranges 694, 696 and 698 and substitute therefor the following new biweekly rates of pay:

Pay Range 694

Official Rate - Biweekly

1,647.11	1,697.07	1,749.83	1,807.23	1,869.47
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Pay Range 696

Official Rate - Biweekly				
1,809.02	1,870.97	1,938.00	2,006.27	2,076.56

Pay Range 698

Official Rate - Biweekly				
1,870.97	1,938.00	2,006.27	2,076.56	2,148.78

Part 7. Section 13 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2008 - December 30, 2007):

Eliminate the rates of pay shown for Pay Ranges 694, 696, and 698 and substitute therefor the following new biweekly rates of pay:

Pay Range 694

Official Rate - Biweekly				
1,663.58	1,714.04	1,767.33	1,825.30	1,888.16

Pay Range 696

Official Rate - Biweekly				
1,827.11	1,889.68	1,957.38	2,026.33	2,097.33

Pay Range 698

Official Rate - Biweekly				
1,889.68	1,957.38	2,026.33	2,097.33	2,170.27

Part 8. Section 13 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2008 - June 29, 2008):

Eliminate the rates of pay shown for Pay Ranges 694, 696 and 698 and substitute therefor the following new biweekly rates of pay:

Pay Range 694

Official Rate - Biweekly				
1,680.22	1,731.18	1,785.00	1,843.55	1,907.04

Pay Range 696

Official Rate - Biweekly				
1,845.38	1,908.58	1,976.95	2,046.59	2,118.30

Pay Range 698

Official Rate - Biweekly				
1,908.58	1,976.95	2,046.59	2,118.30	2,191.97

Part 9. Section 13 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2009 - December 28, 2008):

Eliminate the rates of pay shown for Pay Ranges 694, 696 and 698 and substitute therefor the following new

biweekly rates of pay:

Pay Range 694				
Official Rate - Biweekly				
1,697.02	1,748.49	1,802.85	1,861.99	1,926.11

Pay Range 696				
Official Rate - Biweekly				
1,863.83	1,927.67	1,996.72	2,067.06	2,139.48

Pay Range 698				
Official Rate - Biweekly				
1,927.67	1,996.72	2,067.06	2,139.48	2,213.89

Part 10. Section 13 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2009 - June 28, 2009):

Add the following paragraph:

The biweekly rates of pay effective Pay Period 14, 2009 shall remain in effect from Pay Period 1, 2010 (December 27, 2009) for Pay Ranges 694, 696 and 698 through Pay Period 26, 2011. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

Eliminate the rates of pay shown for Pay Ranges 694, 696 and 698 and substitute therefor the following new biweekly rates of pay:

Pay Range 694				
Official Rate - Biweekly				
1,713.99	1,765.97	1,820.88	1,880.61	1,945.37

Pay Range 696				
Official Rate - Biweekly				
1,882.47	1,946.95	2,016.69	2,087.73	2,160.87

Pay Range 698				
Official Rate - Biweekly				
1,946.95	2,016.69	2,087.73	2,160.87	2,236.03

Part 11. Section 19 of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 836, delete the titles "Lieutenant of Police 1/ 2/", "Lieutenant of Detectives 1/ 2/" and add the title "Police Lieutenant 1/ 2/."

Part 12. Part II of ordinance File Number 090457 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2010 - December 27, 2009):

Under Part 11. Administration of Pay Plan.

Delete the paragraph under "Salary Advancement-Nonmanagement employees" and substitute the following:

Salary Advancement-Nonmanagement Employees: Salary advancement above the rate of initial appointment shall be made at the next higher rate upon the completion of each year of service at that particular rate until the maximum rate is received, except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); and nonmanagement/nonrepresented employees; or as provided in Part 11, Sec. 12, Sec. 14 or as specified below. In determining the completion of each year of service, mandatory furlough time shall be regarded as being regularly at work and shall not count against salary advancement.

Delete the first paragraph under "Timing of Salary Advancement - Nonmanagement Employees" and substitute the following:

Timing of Salary Advancement - Nonmanagement Employees: In order to eliminate two rates of pay for the same officer or employee in any period and to reduce and simplify payroll preparation and the auditing thereof, salary advancement within any pay range shall follow the completion of 26 biweekly pay periods and not the precise anniversary date except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); and nonmanagement/nonrepresented employees. For the purpose of determining the proper time for the initiation of salary advancements, appointments during a pay period shall be considered as having been made at the beginning of such period.

Delete the paragraph under "Hourly Employees - Rates of Pay - Salary Advancement" and substitute the following:

Hourly Employees - Rates of Pay - Salary Advancement: Payrolls for positions with an official hourly rate listed in Part I, Sec. 23, 24.25 and 26 shall be based upon the number of hours or days employees are actually employed. Salary advancement above the rate at initial appointment shall be made at the next higher rate upon the completion of each year of service unless otherwise indicated in a footnote within the specific pay range at that particular rate until the maximum rate is received except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); nonmanagement/nonrepresented employees; and management pay plan employees.

Delete the paragraph under "Candidates with Masters' Degrees" and substitute the following:

Candidates with Masters' Degree: Except as otherwise provided in this ordinance, any qualified candidate for appointment to a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535, which requires for appointment possession of a bachelor's degree from a school approved by the Department of Employee Relations, who possesses a master's degree, may upon review of the appropriateness of graduate training by the Department of Employee Relations be initially employed at the third rate of the pay range (or 10% above the minimum for positions in Salary Grade 001 through 003), upon approval of the

Department of Employee Relations. Any incumbent of a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535 requiring for appointment the possession of a bachelor's degree from a school approved by the Department of Employee Relations may, upon earning a master's degree from such an approved school and approval of the Department of Employee Relations after a review of the appropriateness of graduate training, be advanced to that step or rate of pay in the pay range or salary grade to which the employee would otherwise have been entitled had initial appointment been at the third rate of the pay range or 10% above the minimum of the salary grade except. effective Pay Period I, 2010 through Pay Period 26, 2011, employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); nonmanagement/nonrepresented employees; and management pay plan employees; shall not have any pay step advancement or merit pay adjustments. Such employees shall retain their salary anniversary dates.

Delete Sec. 4 "Voluntary Demotions and Demotions Resulting from Bumping for Year Round Positions" and substitute the following:

Sec. 4. Voluntary Demotions and Demotions Resulting from Bumping for Year Round Positions:

Whenever an employee (except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit) is bumped down, or elects to take a voluntary demotion to another position in anticipation of being bumped, from positions which have traditionally provided year-round employment. the employee shall be paid at the normal maximum rate of the position the employee bumps to if this rate is not higher than the rate the employee was paid prior to being bumped except, per the September 18, 2009 Memorandum of Understanding, effective Pay Period 1,2010 through Pay Period 26, 2011, employees represented by District Council 48, AFSCME, AFL-CIO, shall receive no decrease in base salary if they are moved to another position in a lower pay range due to the City's decision to move one or more employees to a different job represented by the Union.

If the maximum rate of the position the employee bumps to is higher than the rate the employee had been earning, the employee shall be paid the highest rate in the new pay range which does not exceed the rate the employee had been earning except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

An employee who elects to take a position in a pay range which has special attainment steps, who meets the qualifications prescribed, or who would have qualified for them on the date the appropriate contract became effective, shall be paid the appropriate step.

In no event shall the employee, by application of this provision, be paid in excess of the rate the employee was earning prior to the reduction unless otherwise authorized.

When an employee who has been bumped to another position as specified in this paragraph is appointed to a different position, the employee shall be paid at least the highest step or rate of pay in the new range which does not exceed the step or rate of pay from which the employee had initially been bumped except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

Whenever an employee in a year-round position, other than those affected by the layoff procedure specified in the above paragraph, compensated in accordance with this ordinance is appointed, transferred, demoted, or reinstated to a position at a lower rate of pay, the employee shall receive the step or rate of pay in the pay range which represents the number of years the employee has served in the position to which the employee has been appointed and in positions which are compensated at the same or a higher rate of pay except

as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

Seasonal Employees - Job Change - Pay Rate: Whenever an employee in a position of a seasonal or part-time nature but compensated on a biweekly basis is appointed, transferred, demoted, or reinstated to a position compensated at the same or at a lower rate of pay, the employee shall be compensated in accordance with the employee's years of service for the City in positions which are compensated at the same or a higher rate of pay.

Recall to a Different, Higher-Level Position: Notwithstanding any of the above, when an employee, except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit, who has been reduced in rank from a position the employee previously held, is recalled to a job classification in a pay level above the employee's current position but lower than the pay level of the original position, the employee will be paid at a rate nearest the rate paid in the original position except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

In no event shall the employee, by application of this clause, be paid in excess of the rate of pay the employee was earning prior to the employee's reduction unless otherwise authorized. The above paragraph will not apply to laborers and other related positions now covered by the Time-in-Grade rules for positions affected by seasonal fluctuations.

Employees Covered by Bargaining Units Other than District Council 48: An employee in a bargaining unit having different seniority and layoff contract provisions from the District Council 48 bargaining unit shall be covered by the provisions of the employee's union's specific contract.

Budgeted Amount for a Position Versus Salary Ordinance: In case of a variation between the amount of money set up in the budget for a particular position and the amount an incumbent of a position would normally receive under the terms of this ordinance, the employee shall be paid according to the terms of this ordinance.

Under Sec. 14. Association of Municipal City Attorney Pay Plan, d. Merit Generation and Distribution, delete the sentence under "(1) Fiscal Year Performance Review" and substitute the following:

(1) Fiscal Year Performance Review: Each eligible Assistant City Attorney will be considered for a merit increase based upon the employee's performance the previous fiscal year except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no merit step adjustments.

Part 13. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 14. The provisions of Part 6 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2007 (December 31, 2006).

The provisions of Part 7 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2008 (December 30, 2007).

The provisions of Part 8 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2008, (June 29, 2008).

The provisions of Part 9 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2009 (December 28, 2008).

The provisions of Part 10 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2009 (June 28, 2009).

The provisions of Parts 1, 2, 3, 4 and 12 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2010 (December 27, 2009).

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

City Clerk's Office
TJM
1/11/10