



## Legislation Details (With Text)

**File #:** 130348 **Version:** 2

**Type:** Ordinance **Status:** Passed

**File created:** 7/2/2013 **In control:** COMMON COUNCIL

**On agenda:** **Final action:** 7/23/2013

**Effective date:**

**Title:** A substitute ordinance to further amend the 2013 rates of pay of offices and positions in the City Service.

**Sponsors:** THE CHAIR

**Indexes:** SALARY ORDINANCE

**Attachments:** 1. Amended Cover Letter, 2. Ordinance with Cover Letter.pdf, 3. 130348 amendment by Ald. Murphy 7-23-2013.pdf, 4. Notice Published on 7-29-13, 5. Notice Published on 8-9-13

Date	Ver.	Action By	Action	Result	Tally
7/2/2013	0	COMMON COUNCIL	ASSIGNED TO		
7/15/2013	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
7/17/2013	0	FINANCE & PERSONNEL COMMITTEE			
7/22/2013	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
7/23/2013	1	COMMON COUNCIL	PASSED	Pass	14:1
7/23/2013	1	COMMON COUNCIL	AMENDED	Pass	14:0
7/25/2013	2	MAYOR	SIGNED		
7/29/2013	1	CITY CLERK	PUBLISHED		

130348

Substitute 2

120741

THE CHAIR

A substitute ordinance to further amend the 2013 rates of pay of offices and positions in the City Service.

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

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 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:**

Under Pay Range 1BX, delete the title "Telecommunications Specialist".

Under Pay Range 1HX, add the title "Real Estate Development Services Manager".

**Part 2. Part 1, Section 1 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1-December 23, 2012):**

Under Pay Range 1MX, add footnote designation "2" to the title "Employee Retirement System - Executive Director". Amend footnote "2" by capitalizing the word "Annuity" and amend footnote "(4)" by capitalizing the words "Pay Range".

Under Pay Range 1NX, in footnote "2", change the word "Recruitment" to "Compensation".

**Part 3. Part 1, Section 1 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Pay Range 1AX, amend footnote "2" to read as follows: "(2) To be appointed at \$2,160.94 (\$56,184.14). This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46 hour work week" and amend footnote "3" to read as follows: "(3) Recruitment is at \$1,890.89 (\$41,163.14)."

Under Pay Range 1BX, amend footnote "3" to read as follows: "(3) Recruitment is at \$2,085.95 (\$54,234.70)."

Under Pay Range 1DX, amend footnote "1" to read as follows: "(1) Recruitment may be up to \$2,256.40 (\$58,666.40) with the approval of DER."

Under Pay Range 1IX, amend footnote "1" to read as follows: "(1) Recruitment is authorized up to \$3,748.03 (\$97,448.78) with the approval of DER" and amend footnote "3" to read as follows: "(3) Recruitment is authorized up to \$3,196.18 (\$83,100.68) with the approval of DER."

Under Pay Range 1MX, amend footnote "4" to read as follows: "(4) Position to be paid rates consistent with pay range 10X (\$109,593 - \$153,427) while occupied by Bernard Allen."

**Part 4. Part 1, Section 2 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:**

Under Pay Range 2FX, add the title "Telecommunications Specialist".

**Part 5. Part 1, Section 2 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1-December 23, 2012):**

Under Pay Range 2OX, change the words "Pay Range" to lower case letters.

**Part 6. Part 1, Section 2 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Pay Range 2AN, amend footnotes 1 through 9 to read as follows:

- "(1) Recruitment is at \$1,606.47 (\$41,768.22).
- (2) Recruitment up to \$1,751.45 (\$45,537.70) with the approval of the Department of Employee Relations.
- (3) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to \$1,904.68 (\$49,521.68) biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,377.14 to \$1,523.95.

- (5) Recruitment is at \$1,546.07 (\$40,197.82).
- (6) Recruitment is at \$1,619.91 (\$42,117.66).
- (7) Recruitment is at \$1,559.65 (\$40,550.90) and may be up to \$1,658.66 (\$43,125.16) with the approval of the Department of Employee Relations.
- (8) While occupying this title, William Daub to be paid at the biweekly rate of \$1,943.28. This employee will continue to receive general increases.
- (9) Recruitment is at \$1,440.60 (\$37,455.60)."

Under the following Section 2 Pay Ranges, amend the current footnotes as follows:

Pay Range 2BN

- (1) For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to \$1,459.39 with the approval of the Department of Employee Relations.
- (2) Recruitment is at \$1,714.12 (\$44,567.12).
- (3) Recruitment is at \$1,562.28 (\$40,619.28).
- (4) Recruitment is at \$1,665.38 (\$43,299.88).
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,591.58 to \$1,809.52 (\$41,381.08 to \$47,047.52)."

Pay Range 2CN

- "(1) One position held by Diane Kronberg shall be paid the following biweekly rates: \$1,570.64 to \$2,198.58.
- (2) Recruitment may be up to \$2,005.10 (\$52,132.60) with the approval of DER.
- (4) One position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates: \$1,570.64 to \$2,198.58.
- (5) Upon attaining a State of Wisconsin certification as a Grade T of 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$2,093.66 (\$54,435.16). In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (6) Recruitment is at \$1,764.94 (\$45,888.44).
- (7) Recruitment is at \$1,731.64 (\$45,022.64).
- (8) Recruitment is at \$1,792.08 (\$46,594.08).
- (9) Recruitment is at \$1,714.12 (\$44,567.12).
- (10) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,686.73 to \$1,933.48 (\$43,854.98 to \$50,270.48)."

Pay Range 2DN

- "(1) Position held by Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,570.64 to \$2,198.58.
- (2) Minimum recruitment is at \$1,793.41 and may be up to \$1,931.31 with the approval of DER.
- (3) Recruitment is at \$1,812.20 (\$47,117.20).
- (4) Positions held by Rebecca Delgado, Donna Miller, Lou Williams, Wanda Williford, and Judy Lathon-Carson (DCD), and Crystal Owens (DER) shall be paid the following biweekly rates: \$1,673.82 to \$2,343.19.
- (5) Position held by Joan Rossetti (DPW-Administration) shall be paid the following biweekly rates: \$1,784.29 to \$2,497.99.

- (6) Recruitment may be up to \$2,197.54 (\$57,136.04) with the approval of DER.
- (7) One position held by Julie Hults (Health) shall be paid the following biweekly rates: \$1,570.64 to \$2,198.58.
- (8) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at \$2,161.90 shall advance to \$2,183.51.
- (9) Recruitment is at \$1,921.23 (\$49,951.98) and may be up to \$2,108.96 (\$54,832.96) with the approval of DER.
- (12) Recruitment shall be from \$1,769.98 up to \$1,990.11 subject to applicable experience under criteria established by the City. In addition, recruitment may be up to \$1,840.50 based upon market conditions as determined by the City. Employee Represented by Staff Nurses to be paid at these rates: \$1,594.52 to \$2,232.19.
- (13) The fifth increment shall be \$2,228.12 for employees in these classifications.
- (14) Employees in these job classifications who complete at least one year of service at the \$2,228.12 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
  - a) Increment One: \$2,250.41 provided the employee attains and maintains one of the above certifications;
  - b) Increment Two: \$2,272.67 provided the employee attains and maintains two of the above certifications;
  - c) Increment Three: \$2,294.98 provided the employee attains and maintains all three of the above certifications.
- (15) Employees in these job classifications who are not at \$2,059.89 and who attain and maintain all three of the certifications specified in footnote (14) shall advance one additional increment. After such employees advance to \$2,059.89, such employees shall advance as outlined in footnote (14).
- (16) Minimum recruitment is at \$1,812.02 and may be up to \$1,949.54 with the approval of DER.
- (17) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$1,904.68. The employee must maintain the certification to retain the extra increment.
- (18) Employees in these classifications shall be eligible for the following three additional M-Steps provided that the following criteria are met:

M-Step 1	\$2,031.91	30 credits only OR 8 years of service and 15 credits
M-Step 2	\$2,092.86	45 credits only OR 10 years of service and 25 credits
M-Step 3	\$2,155.67	60 credits only OR 12 years of service and 40 credits
- (19) Recruitment is at \$1,793.41 (\$46,628.66).
- (20) Recruitment is at \$1,819.48 (\$47,306.48).
- (21) Recruitment is at \$1,764.94 (\$45,888.44).
- (22) Recruitment is at \$1,714.12 (\$44,567.12).
- (23) Recruitment is at \$1,879.04 (\$48,855.04).
- (24) Recruitment is at \$1,921.23 (\$49,951.98)."

#### Pay Range 2EN

- "(1) Employees represented by TEAM to be paid at these rates: \$1,699.78 to \$2,379.64. Recruitment is at \$1,926.84 and may be up to \$2,190.02 with the approval of DER.
- (2) Positions held by Dick Haak, Jeffrey Keen, Brian Pellett, and Hamid Sarlati, shall be paid the following biweekly rates \$1,902.00 to \$2,662.94.
- (3) Position held by Steve Carini shall be paid the following biweekly rates: \$1,784.29 to \$2,497.99.

- (4) Recruitment is at \$1,931.31 and may be up to \$2,081.87 with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.
- (5) One position held by Corey Richards (DOA), shall be paid the following biweekly rates: \$1,784.29 to \$2,497.99.
- (6) Recruitment is at \$1,969.35 (\$51,203.10).
- (7) Recruitment is at \$2,008.74 (\$52,227.24).
- (8) Recruitment is at \$1,931.31 (\$50,214.06).
- (9) Recruitment is at \$2,093.66 (\$54,435.16).
- (10) Employees represented by the Association of Law Enforcement Allied Services to be paid in the following range effective Pay Period 14, 2013: \$1,906.07 to \$2,450.08.
- (11) Recruitment is at \$2,008.74 (\$52,227.24) Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,008.74, \$2,147.52, \$2,222.33, \$2,290.43, \$2,359.16.
- (12) Recruitment is at \$1,879.04 (\$48,855.04). Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$1,879.04, \$2,032.69, \$2,145.49, \$2,186.41, \$2,250.38, \$2,359.16."

#### Pay Range 2FN

- "(1) Minimum recruitment is at \$2,092.24 and may be up to \$2,542.31 with the approval of DER.
- (2) Employees represented by TEAM to be paid at these rates: \$1,811.40 to \$2,536.80. Recruitment is at \$2,098.56.
- (3) Recruitment is at \$2,131.13 (\$55,409.38)."

#### Pay Range 2FX

- "(1) Recruitment is at \$1,947.84 (\$50,643.84)."

#### Pay Range 2GN

- "(1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$2,065.92 to \$2,509.30 (\$53,713.92 to \$65,241.80). Recruitment maybe up to \$2,402.76 (\$62,471.76)"
- (2) Recruitment is at \$2,149.34. Employee represented by Staff Nurses to be paid at these rates: \$1,931.00 to \$2,703.66.
- (3) Recruitment is at \$2,161.72 and may be up to \$2,290.84 with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Employees represented by TEAM to be paid at these rates: \$1,931.00 to \$2,703.66. Recruitment is at \$2,190.02.
- (5) Recruitment is at \$2,161.72 (\$56,204.72)."

#### Pay Range 2GX

- "(2) Positions held by Peter Mensah-Brown, Estela Prust, Teresita Santos, and Deborah Damask to be paid at \$2,778.59 biweekly.
- (3) Recruitment is at \$2,291.42 (\$59,576.92)."

#### Pay Range 2HN

- "(1) Recruitment is at \$2,420.75 and may be up to \$2,625.64 with the approval of the DER and the Chair of the Committee on Finance and Personnel.
- (2) Recruitment is at \$1,859.68 and an employee may move in increments through the range up to \$2,890.26, except the employee must meet the criteria to move to the rates outlined below. Equivalencies are determined by the Commissioner of Assessments.
- a) \$2,195.96 - Must have completed at least one year at \$2,111.55 and completion of the International Association of Assessing Officers (IAAO) Course 1 - Fundamentals of Real Property Appraisal or equivalent AND IAAO Course 2 - Income Approach to Valuation or its equivalent.
- b) \$2,568.99 - Must have completed at least one year at \$2,470.95 and completion of IAAO Standards of Practice and Professional Ethics or its equivalent AND IAAO Course 302 - Mass Appraisal of Income Producing Property or its equivalent.
- c) \$2,778.62 - Must have completed at least one year at \$2,672.44 and have demonstrated successful completion of IAAO Course 202 - Advance Income Approach to valuation or its equivalent AND IAAO Course 4 - Assessment Administration.
- (3) Employees who attain and maintain the designation of either "Residential Evaluation Specialist" or "Certified Assessment Evaluator" from the IAAO or a Master's Degree in Real Estate or its equivalent as determined by the Commissioner of Assessments and who meet the criteria of the next increment above their current increment, shall advance one increment in the pay range. If at the maximum increment, the employee shall advance to \$2,977.40.
- (4) Employees represented by TEAM to be paid at these rates: \$2,058.41 to 2,881.61. Recruitment is at \$2,385.19.
- (5) Recruitment is at \$2,420.75 (\$62,939.50).
- (6) Recruitment is at \$2,336.49 (\$60,748.74).
- (7) Recruitment is at \$2,171.49 (\$56,458.74).
- (8) One position held by Kevin Cingatura to be paid \$2,941.41 biweekly."

#### Pay Range 2HX

- "(2) Recruitment is authorized up to \$2,306.53 with the approval of DER.
- (3) Appointment of Barbara Henry is authorized at the rate of \$2,842.00 biweekly."

#### Pay Range 2IN

- "(1) Recruitment for one position of Mechanical Engineer III in the Department of City Development may be up to \$2,710.96 with the approval of DER. Employees represented by TEAM to be paid at these rates: \$2,193.39 to \$3,070.63.
- (2) Recruitment is at \$2,488.35. Employees represented by TEAM to be paid at these rates: \$2,193.39 to \$3,070.63."

#### Pay Range 2IX

- (2) Recruitment for one position in the DOA - Budget and Management Division authorized up to \$2,869.33 with the approval of DER.
- (5) Recruitment is at \$2,525.68 (\$65,667.68).

#### Pay Range 2JN

- "(1) Recruitment is at \$2,525.68 (\$65,667.68).

(2) Recruitment may be up to \$2,831.50 with the approval of DER. Employees represented by TEAM to be paid at these rates: \$2,338.81 to \$3,274.21."

Pay Range 2KX

"(1) Recruitment is at \$2,829.15. Employees represented by TEAM to be paid at these rates: \$2,492.49 to \$3,489.54."

Pay Range 2LX

"(2) Recruitment is authorized up to \$2,999.20 with the approval of DER."

Pay Range 2QX

"(1) Recruitment is at any rate up to \$4,989.50 at the discretion of the City Attorney."

Under Pay Ranges 2HN and 2JN, delete the current Pay Ranges and substitute therefore the following Pay Ranges:

Pay Range 2HN - Mechanical Plan Examiner II

Hourly:	27.14	35.96
Bi-weekly:	2,171.49	2,876.79
Annual:	56,458.74	74,796.54

Pay Range 2JN - Mechanical Plan Examiner III

Hourly:	31.57	40.88
Bi-weekly:	2,525.68	3,270.25
Annual:	65,667.68	85,026.50

Amend footnote designation "1/" to read as follows: "1/ Recruitment is at \$2,525.68 (\$65,667.68)."

**Part 7. Part 1, Section 3 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under the following Section 3 Pay Ranges, amend the current footnotes as follows:

Pay Range 3BN

"(1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,292.84 to \$1,421.28.

(2) Persons employed by the City prior to and on a continuous basis since December 31, 1972 and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:

One increment: \$1,556.65

Two increments: \$1,594.19

Recruitment is at \$1,380.50 (\$35,893.00).

(3) Employees in this classification may be eligible for an additional 6th increment of \$1,556.65."

#### Pay Range 3CN

"(1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:

- One increment: \$1,634.88
- Two increments: \$1,679.75
- Three increments: \$1,728.50"

#### Pay Range 3DN

"(1) Recruitment at is \$1,529.32 (\$39,762.32)."

#### Pay Range 3EN

- "(1) Recruitment may be up to \$1,619.91 with the approval of the Department of Employee Relations.  
(2) Recruitment is at \$1,546.07 (\$40,197.82).  
(3) Recruitment is at \$1,506.70 (\$39,174.20)."

#### Pay Range 3FN

"(1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below. Employees who complete at least one year of service at \$1,598.46 shall advance annually in the increments, provided they meet criteria below. Credits allowed to meet the criteria shall be as provided in DER guidelines.

- M-1 \$1,651.52 30 credits
- M-2 \$1,796.29 35 credits

Employees who advance or have advanced to \$1,598.46 upon completion of three years of service at that increment will be eligible for the next increment of \$1,651.52 and at the end of three more years, will be eligible for the next increment of \$1,796.29 in lieu of the college credit requirement noted above.

- (2) Recruitment is at \$1,587.95 (\$41,286.70).  
(3) Recruitment is at \$1,579.85 (\$41,076.10).  
(4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,509.84 to \$1,700.44 (\$39,255.84 to \$44,211.44)."

#### Pay Range 3GN

"(1) (a) Lead Risk Assessors who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at the \$1,833.83 shall advance to a \$1,852.18 biweekly.

(b) Employees appointed to the Environmental Health Specialist I in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$1,833.83 shall advance to \$1,852.18.

- (2) Recruitment up to \$1,714.12 with the approval of DER.  
(3) Recruitment at \$1,701.20 provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.



- (4) Employees who have completed one year at \$1,773.31 are eligible for an additional increment of \$1,837.11.
- (5) Recruitment is at \$1,587.95.
- (6) An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was paid at \$1,783.02 prior to their promotion, shall continue to be paid that amount until such date on or after Pay Period 4, 2002 that they are eligible for advancement to \$1,837.11.
- (7) Recruitment is at \$1,619.91 (\$42,117.66).
- (8) Recruitment is at \$1,619.76 (\$42,113.76).
- (9) Recruitment is at \$1,632.90 (\$42,455.40)."

#### Pay Range 3HN

- "(1) Recruitment is at \$1,693.02 (\$44,018.52).
- (2) Employees in this classification while assigned as the "Resident (Lead) Inspector" to a state funded project for any time during a pay period shall receive an additional eighty (\$80) dollars biweekly.
- (3) Recruitment is at \$1,682.74 (\$43,751.24).
- (4) An employee given a promotional emergency or temporary appointment to this position to be paid at these rates: \$1,693.02, \$1,742.68, \$1,795.31, \$1,852.42, \$1,928.74. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.
- (5) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,682.74, \$1,728.24, \$1,776.95, \$1,827.76, \$1,896.82. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate."

#### Pay Range 3IN

- "(1) Recruitment is at \$1,714.12 (\$44,567.12).
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,638.17 to \$1,870.91 (\$42,592.42 to \$48,643.66)."

#### Pay Range 3JN

- "(1) Employees who attain and maintain a Commercial Building Code Certification, UDC Construction Certification and/or pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) AND who complete at least one year of service at \$2,032.69 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment:
  - a) Increment One: \$2,052.01 provided an employee attains and maintains one of above certifications; Increment Two: \$2,071.30 provided an employee attains and maintains two of above certifications; Increment Three: \$2,090.66 provided an employee attains and maintains all three of above certifications.
  - b) Employees not at \$2,032.69 who attain and maintain all three of the above specified certifications shall advance one additional increment in the pay range.
- (2) (a) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at \$2,032.69 shall advance to \$2,052.01.
- (b) Employees appointed to the Environmental Health Specialist II in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$2,032.69 shall advance to \$2,052.01.

(3) Employees in the Department of Neighborhood Services who complete at least one year of service at \$2,032.69 and who attain and maintain a (1) Commercial Building Code Certification and/or (2) for employees appointed to the classification prior to July 1, 2003, either completes the National Fire Academy Five Core Courses when it was available prior to 1995, or completes and passes the exam for MATC State Vo-tech Fire Inspector Class Part I or passes the Fire Inspector 1 exam as presented by the International Code Council and for employees appointed to the classification on or after July 1, 2003, passes the Fire Inspector 1 exam as presented by the International Code Council shall advance to one of the following increments provided the employee meets the minimum criteria specified for that increment:

- Increment One: \$2,052.01 provided an employee attains and maintains one of above certifications; and
- Increment Two: \$2,071.30 provided an employee attains and maintains all two of above certifications.

(4) One position filled by Lawrence Woytek to be paid the following biweekly rates: \$1,819.48 to \$2,161.90.

(5) Employees who complete one year of service at \$1,957.65 shall be eligible for one "M-step" of \$2,031.91. Criteria include 30 credits OR 8 years of service and 15 credits. Credits are to be Forestry or horticultural courses according to the guidelines provided by DER.

(6) For these classifications, the 5th increment of the pay range will be \$1,943.28."

#### Pay Range 3LN

(1) Employees in this classification who have completed one year of service at \$2,023.12 step shall be eligible to advance annually on their anniversary date to the following increments, provided that the following additional criteria is met:

M-Step	Criteria Needed
--------	-----------------

M-1 \$2,091.90	Commercial Building Code certificate and either 30 credits or 8 years of service and Fifteen credits
----------------	------------------------------------------------------------------------------------------------------

M-2 \$2,155.67	Commercial Building Code and either 45 credits Or 10 years of service and Twenty-five credits
----------------	-----------------------------------------------------------------------------------------------

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related or architectural courses.

Employees in this classification who are at \$2,063.60 as of Pay Period 24, 2004 shall not be required to meet the criteria for M-1 only.

(2) Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps (PP 14, 2009 rates), provided that the following criteria is met:

M-step	Criteria needed
--------	-----------------

M-step 1: \$1,972.72	30 credits only or 8 years of service and 15 credits
----------------------	------------------------------------------------------

M-step 2: \$2,032.65	45 credits only or 10 years of service and 25 credits
----------------------	-------------------------------------------------------

M-step 3: \$2,092.87	60 credits only or 12 years of service and 40 credits
----------------------	-------------------------------------------------------

Credits allowed to meet the criteria for "M" step advancement shall be as provided by DER.

(3) For these classifications, the 5th increment of the pay range will be \$1,943.28.

(4) Recruitment is at \$1,764.94 (45,888.44).

(5) Employees as of Pay Period 17, 1990, who are currently at the first "M-Step" shall advance to M-Step 2.

(6) Recruitment is at \$1,879.04 (\$48,855.04).

(9) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,879.04, \$1,943.28, \$2,008.74, \$2,067.46, \$2,145.49. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(10) Recruitment is at \$1,619.91. Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$1,619.91, \$1,714.12, \$1,879.04, \$2,032.69, \$2,186.41, \$2,250.38."

#### Pay Range 3MN

"(1) Employees with a minimum of three years of relevant job experience may be appointed at \$1923.27. Employees with a minimum of four years of relevant job experience may be appointed at \$2,016.43.

(2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,834.46 to \$2,323.81."

#### Pay Range 3NN

"(2) Employees who complete at least one year of service at \$2,014.19 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-steps shall be provided for in the DER guidelines.

##### M-Step Criteria Needed

M-1 \$2,098.30 30 credits or 8 years of service and 15 credits.

M-2 \$2,185.98 45 credits or 10 years of service and 25 credits.

M-3 \$2,291.97 60 credits or 12 years of service and 40 credits.

(3) Employees represented by TEAM to be paid at these rates: \$2,686.37 to \$2,299.70. Recruitment is at \$1,695.25.

(4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$2,010.87 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-Step advancement shall be provided in the DER guidelines.

##### M Step Criteria Needed

M-1 \$2,098.56 30 credits or eight years of service and 15 credits.

M-2 \$2,190.02 45 credits or 10 years of service and 25 credits.

M-3 \$2,334.20 60 credits or 12 years of service and 40 credits.

(5) Appointment may be up to \$2,008.74 with the approval of the DER and the Chair of the Committee on Finance and Personnel.

(6) Employees who have completed one year of service at \$2,145.49 shall be eligible to advance annually on their anniversary date to the following M-Steps provided that the following additional criteria are met:

##### M-step Criteria Needed

M-1 \$2,227.33 30 credits only or 8 years of service and 15 credits

M-2 \$2,291.97 45 credits only or 10 years of service and 25 credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related courses.

(7) For this classification, the 5th increment of the pay range will be \$2,131.13.

(8) Recruitment is at \$1,879.04 (\$48,855.04).

(9) Recruitment is at \$2,008.74 (\$52,227.24).

(10) An employee given a promotional emergency or temporary appointment to this title to be paid at these

rates: \$2,008.74, \$2,067.46, \$2,131.13, \$2,194.85, \$2,293.41. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate."

#### Pay Range 3ON

- "(1) Recruitment may be up to \$2,290.43 with the approval of DER.
- (2) Recruitment is at \$2,131.96 and shall be up to \$2,261.79 with the approval of DER. Effective on the appointment date of a new employee on or after pay period 1, 2006, any current employees appointed prior to that time that are in a lower rate than the newly appointed employee shall advance to the same rate as the newly appointed employee.
- (3) Employees in these job classifications who are not at \$2,359.16 and who attain and maintain all three of the certifications specified in footnote (4) shall advance one additional increment. After such employees advance to \$2,359.16, such employees shall advance as outlined in footnote (4).
- (4) Employees in these job classifications who complete at least one year of service at the \$2,359.16 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
- a) Increment One: \$2,380.75 provided the employee attains and maintains one of the above certifications;
  - b) Increment Two: \$2,406.35 provided the employee attains and maintains two of the above certifications;
  - c) Increment Three: \$2,429.94 provided the employee attains and maintains all three of the above certifications."

#### Pay Range 3PN

- "(1) (a) The rate of \$2,545.66 is reserved for those employees who have obtained an associate's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintained the Automatic Fire System Sprinkler Tester certification. (b) The rate of \$2,622.03 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintained the following four certifications/licenses: Privately owned Waste Water Treatment Systems, Master Plumber, Reduced Pressure Backflow Prevention, Two Pound Gas. Any changes in these requirements will be determined by mutual agreement between DER and DNS.
- (b) The rate of \$2,508.04 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the following four certifications/licenses:
- Privately Owned Waste Water Treatment Systems
  - Master Plumber
  - Reduced Pressure Backflow Prevention
  - Two Pound Gas
- Any changes in these requirements will be determined by mutual agreement between DER and DNS.
- (2) Recruitment is at \$2,329.67 (\$60,571.42)."

#### Pay Range 3QN

- "(1) Employees assigned by the Commissioner of Building Inspection as a project leader will receive one additional increment while working in that capacity. If the employee is being paid at \$2,577.90, the employee will receive an additional rate 3% biweekly.

(2) Employees who complete at least one year of service at \$2,429.93 shall advance to \$2,502.80 provided they meet one of the following criteria:

- (a) Have obtained an Associate's degree in civil engineering, architecture, construction management, construction technology or field related closely to construction; or
- (b) Hold a Wisconsin license as a Professional Engineer or Professional Architect; or
- (c) Have successfully completed 60 college credits of which a minimum of 39 credits are engineering-related, architectural design-related, or construction management-related and 9 credits are job-related or engineering-related, architectural design-related, or construction management-related; or
- (d) Have 14 years of City service as a Building Construction Inspector and have successfully completed 40 college credits of which a minimum of 26 credits are engineering-related, architectural design-related or construction management-related and 6 credits are job-related or engineering-related, architectural design-related or construction management-related.

For (c) and (d) above, engineering related, architectural design related or construction management related credits allowed to meet the criteria shall be credits obtained in the engineering curriculum, architectural design curriculum or construction management curriculum of any college or university accredited by the North Central Association of colleges and Secondary Schools or credits obtained in college-level engineering, architectural design or construction technology courses in two-year associate degree programs at technical colleges, junior colleges and institutes. Job-related credits shall be credits determined by the Commissioner of Building Inspection as job related.

(3) The rate of \$2,577.90 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

(4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(b) Effective January 1, 1995, employees who complete at least one year of service at \$2,373.11 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-Steps shall be provided in DER guidelines.

M-Step              Criteria Needed

M-1 \$2,472.84              60 credits or 14 years of service and 40 credits.

M-2 \$2,591.32              75 credits or 16 years of service and 55 credits.

(5) Recruitment is at \$2,290.43 (\$59,551.18)."

#### Pay Range 3RN

"(1) Employees represented by Team to be paid at these rates: \$2,010.87 to \$2,611.92.

(a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the M-steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$2,420.97 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be as provided for in the DER guidelines.

M-Step              Criteria Needed

M-1 \$2,526.54              60 credits or 14 years of service and 40 credits

M-2 \$2,651.10              75 credits or 16 years of service and 55 credits

(2) Employees represented by Team to be paid at these rates: \$2,010.87 to \$2,611.92.

a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the M-steps in lieu of the college credit requirements stated below.

b) Employees who complete at least one year of service at \$2,385.19 shall advance annually in the M-steps on their anniversary dates provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be as provided for in the DER guidelines.

M-Step                      Criteria Needed

M-1      \$2,489.20      60 credits or 14 years of service and 40 credits

M-2      \$2,611.92      75 credits or 16 years of service and 55 credit"

Pay Range 3SN

"(2) Recruitment may be up to \$2,775.99 with the approval of DER.

(3) Recruitment is at \$2,525.68 (\$65,667.68)."

Under Pay Ranges 3ON and 3PN, delete the current Pay Ranges and substitute therefore the following Pay Ranges:

Pay Range 3ON - Plumbing Inspector I

Hourly:    26.65    29.99

Bi-weekly:    2,131.96    2,399.55

Annual:    55,430.96    62,388.30

Pay Range 3PN - Plumbing Inspector II

Hourly:    29.12    32.78

Bi-weekly:    2,329.67    2,622.03

Annual:    60,571.42    68,172.78

**Part 8. Part 1, Section 4 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Section 4 Pay Ranges, amend the following footnotes:

Pay Range 4MX

"(1) Recruitment is at \$3,227.83 (\$83,923.58)."

Pay Range 4OX

"(1) Recruitment is at \$3,627.30 (\$94,309.80)."

**Part 9. Part 1, Section 5 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Section 5 Pay Ranges, amend the current footnotes as follows:

Pay Range 5AN

"(1) Recruitment at \$1,175.35 (\$30,559.10)."

#### Pay Range 5DN

- "(1) Recruitment is at \$1,472.79 (\$38,292.54).
- (2) Recruitment is at \$1,396.99 (\$36,321.74).
- (3) Minimum recruitment is at \$1,506.70 (\$39,174.20) and may be up to \$1,779.27 (\$46,261.02) for current employees with the approval of the Department of Employee Relations."

#### Pay Range 5EN

- "(1) Employee will advance to the next rate in the following range upon certification by the City Clerk of having attained and maintained at all times the level of expertise and demonstrated job performance: \$1,619.91, \$1,684.71, \$1,752.09 and \$1,822.18.
- (2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of \$1,780.35 (\$46,289.10) biweekly.
- (3) Recruitment is at \$1,579.85 (\$41,076.10).
- (4) An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required level of expertise and performance up to and including the new increment within the probationary period.
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,504.86 to \$1,768.44 (\$39,126.36 to \$45,979.44).
- (6) Employees shall receive an additional (\$.65) per hour when they are designated to act as a leadworker. This additional pay shall not be included in base salary for determining fringe benefits.
- (7) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,473.97 to \$1,651.91 (\$38,323.22 to \$42,949.66).

#### Pay Range 5FN

- "(1) One position held by Terri Grote (DCD) shall be paid the following biweekly rates: \$1,784.29 to \$2,497.99.
- (2) Recruitment is at \$1,619.91 (\$42,117.66).
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,548.13 to \$1,752.57 (\$40,251.38 to \$45,566.82)."

#### Pay Range 5GN

- "(1) Recruitment is at \$1,606.45 (\$41,767.70).
- (2) The rate for this position is at \$1,949.73 (\$50,692.98)."

#### Pay Range 5HN

- "(1) One position held by Vaughn Brooks (DER), shall be paid the following biweekly rates: \$1,473.96 to \$2,063.35."

#### Pay Range 5IN

- "(2) Recruitment is at \$1,819.48 (47,306.48)."

#### Pay Range 5JN

- "(1) Recruitment is at \$1,879.04 (\$48,855.04).

(2) Positions held by Lisa Ames and Jean Semenuk (City Attorney) shall be paid the following biweekly rates: \$1,570.64 to \$2,198.58."

**Part 10. Part 1, Section 6 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1-December 23, 2012):**

Under Pay Range 6FN, change the minimum biweekly rate to \$1,162.61 biweekly, the minimum hourly rate to \$14.53, and the minimum annual rate to \$30,227.86.

**Part 11. Part 1, Section 6 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Section 6 Pay Ranges, amend the current footnotes as follows:

Pay Range 6AN

"(2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,111.20 to \$1,168.00. (\$28,891.20 to \$30,368.00)."

Pay range 6CN

"(1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$957.30 to \$1,198.00 (\$24,889.80 to \$31,148.00)."

Py Range 6EN

Office Assistant II, Police District Office Assistant, Transcriptionist II

"(1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,396.46 biweekly.

(2) One position filled by Ronald Wilson to be paid the following biweekly rates: \$1,440.60 to \$1,594.19.

(3) Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,111.31 to \$1,293.99 (\$28,894.06 to \$33,643.74). In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 14, 2013: \$1,334.99 (\$34,709.74). Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional increments effective Pay Period 14, 2013 consisting of \$1,321.23 and \$1,365.70 biweekly.

(4) Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,111.31 to \$1,293.99 (\$28,894.06 to \$33,643.74). Positions assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional increments effective Pay Period 14, 2013 consisting of \$1,321.23 and \$1,365.70 biweekly.

(5) Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,111.31 to \$1,307.72. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 14, 2013: \$1,334.99. Office Assistant II positions filled by Margaret Hall or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to perform the same duties, as



determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, shall be paid in the following range effective Pay Period 14, 2013: \$1,111.31 to 1,293.99 so long as they continue to perform such duties. No other office assistant II shall be eligible for such rates.

- (6) One position filled by James Nowak to be paid the following biweekly rates: \$1,542.30 to \$1,728.50.
- (7) Recruitment is at \$1,162.56 (\$30,226.56)."

#### Pay Range 6FN

"(1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,454.99 biweekly. Applies to employees holding positions formerly classified as Buyer Assistant I, Clerk Stenographer II, Key Entry Operator II and Law Stenographer I.

(2) Employees employed at the Milwaukee Public Library shall be eligible to be paid a special increment of \$1,454.99 after completing one year at the \$1,426.37.

(3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,167.70 to \$1,363.52 (\$30,351.10 to \$35,451.52). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate effective Pay Period 14, 2013: \$1,390.91 (\$36,163.66).

(4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,167.70 to \$1,397.71 (\$30,351.10 to \$36,340.46)."

(5) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One Increment: \$1,498.27. Two increments: \$1,535.74. Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.

(6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,263.82 to \$1,398.09 (\$32,859.32 to \$36,350.34). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 14, 2013: \$1,432.26 (\$37,238.76) and \$1,468.09 (\$38,170.34).

(7) Employees function as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional increments effective Pay Period 14, 2013 consisting of \$1,432.26 (\$37,238.76) and \$1,468.09 (\$38,170.34).

(9) Recruitment is at \$1,221.48 (\$31,758.48).

#### Pay Range 6GN

"(1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,319.69 to \$1,454.52 (\$34,311.94 to \$37,817.52). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 14, 2013: \$1,488.09 (\$38,690.34) and \$1,523.95 (\$39,622.70).

(2) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,556.65. Two increments: \$1,594.19. Applies to employees holding positions formerly classified as Account Clerk I, Buyer Assistant II, Clerk Stenographer III, Key Entry Operator III, and Law Stenographer II.

(3) Recruitment is at \$1,380.50 (\$35,893.00).

(5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,236.86 to \$1,421.65.

(6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in

the following range effective Pay Period 14, 2013: \$1,171.85 to \$1,418.89 (\$30,468.10 to \$36,891.14)."  
(7) Recruitment is at \$1,352.79 (\$35,172.54)."

#### Pay Range 6HN

- "(1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,634.27; Two increments: \$1,679.75; Three increments: \$1,728.50. Applies to employees holding positions formerly classified as Account Clerk II, Clerk IV, Clerk Stenographer IV, Law Stenographer III, Lead License Clerk, and Research and Statistical Clerk.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,377.14 to \$1,523.95 (\$35,805.64 to \$39,622.70). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 14, 2013: \$1,605.76 (\$41,749.76) and \$1,652.36 (\$42,961.36).
- (3) Recruitment is at \$1,426.37 (\$37,085.62).
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,349.46 to \$1,487.68 (\$35,085.96 to \$38,679.68)."
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,377.14 to \$1,523.95 (\$35,805.64 to \$39,622.70).
- (6) Recruitment is at \$1,440.60 (\$37,455.60).
- (7) One position the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps effective Pay Period 1, 2013 consisting of \$1,558.60 (\$40,523.60) and \$1,594.46 (\$41,455.96)."
- (8) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,362.45 to \$1,500.70 (\$35,423.70 to \$39,018.20).

Add footnote designation "2/" to the title of Inventory Control Assistant III.

Delete footnote designation "5/" in its entirety.

#### Pay Range 6IN

- (1) Recruitment may be up \$1,471.02 (\$38,246.52) with the approval of DER.
- (2) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,335.08, \$1,379.94, \$1,426.39, \$1,474.51 and \$1,538.06. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work in at a pay rate shall advance to the next higher rate.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid the following range of pay effective Pay Period 14, 2013: \$34,712.08 to \$39,989.56.

Delete footnote designation "2/" in its entirety.

#### Pay Range 6JN

- "(1) Recruitment is at \$1,508.43 (\$39,219.18).
- (2) Recruitment is at \$1,506.70 (\$39,174.20).
- (3) Employees given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,506.70, \$1,542.30, \$1,579.85, \$1,619.91, \$1,679.75. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a

rate shall advance to the next higher rate."

Pay Range 6KN

"(1) Recruitment is at \$1,542.20 (\$40,097.20).

(2) Employees given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,508.42, \$1,546.15, \$1,585.85, \$1,628.33, \$1,676.45. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate."

Pay Range 6NN

"(3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,405.43 to \$1,875.46 (\$36,541.18 to \$48,761.96).

(4) Recruitment is at \$1,714.12 (\$44,567.12)."

Under Pay Range 6NN, delete the current Pay Ranges and substitute therefore the following Pay Ranges:

Pay Range 6NN - Fire Equipment Dispatcher

Hourly: 18.39 24.53  
Bi-weekly: 1,471.00 1,962.95  
Annual: 38,246.00 51,036.70

**Part 12. Part 1, Section 7 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013- June 23, 2013):**

Under Section 7 Pay Ranges, amend the footnotes to read as follows:

Pay Range 7AN

"(1) Recruitment is authorized up to \$1,386.38 (\$36,045.88) with the approval of DER."

Pay Range 7BN

"(1) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,631.47, will be advanced to \$1,662.09.

(5) Recruitment is at \$1,476.96 (\$38,400.96).

(8) Recruitment is at \$1,460.40 (\$37,970.40).

(9) One Equipment Mechanic I position in the DPW-Forestry Section who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one increment in the pay range. If at \$1,612.72, will advance to \$1,642.98."

Pay Range 7CN

"(4) An employee in the DPW-Operations Division Forestry Section who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,721.39 will advance to \$1,753.80.

(5) An employee given a promotional emergency or temporary appointment to this title to be paid at these

rates: \$1,529.32, \$1,563.17, \$1,598.88, \$1,636.37, \$1,690.75. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(6) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,547.56, \$1,583.25, \$1,621.11, \$1,672.79, \$1,721.39. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(7) Recruitment is at \$1,547.56 (\$40,236.56)."

#### Pay Range 7DN

"(2) Employees assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training and maintains proficiency shall advance one increment or if at \$1,733.58 shall advance to \$1,783.02.

(3) An employee may be eligible to attain \$1,749.71 after completing one year of service at \$1,683.34 and after meeting established requirements. These requirements shall be established by the Fire Department.

(5) Police Department employees working in the design and installation of air handling systems will receive \$1,793.22.

(7) An employee shall be recruited at \$1,568.37 provided the employee has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance. Any current Heating and Ventilating Mechanics II paid at a lower rate that possesses one of the above listed Associate degrees shall advance to \$1,568.37.

(8) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipment Machinist for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payment shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.

(9) Recruitment is at \$1,550.76 (\$40,319.76)

(10) Recruitment is at \$1,587.95 (\$41,286.70).

(11) Recruitment is at \$1,493.53 (\$38,831.78).

(12) Recruitment is at \$1,463.58 (\$38,053.08) for candidates with at least three years of related experience and at \$1,507.49 (\$39,194.74) for candidates with at least four years of related experience."

#### Pay Range 7EN

"(1) Employees who attain and maintain a certification by the International Society of Arboriculture as a Certified Arborist and/or a certification in Professional Grounds Management and/or certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,792.72, the employee will advance \$1,826.46.

(2) Minimum recruitment is at \$1,547.60 and may be up to \$1,717.31 based upon credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,547.60, \$1,580.14, \$1,613.37, \$1,647.29, \$1,681.94, \$1,717.31, \$2,042.97.

(6) Recruitment is at \$1,606.54 (\$41,770.04).

(7) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,547.60, \$1,644.12, \$1,684.04, \$1,729.60, \$1,792.72. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(8) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,569.86 to \$1,818.51. Recruitment is at \$1,616.96 (\$42,040.96) for

candidates with at least three years of related experience and at \$1,665.46 (\$43,301.96) for candidates with at least four years of related experience.

#### Pay Range 7FN

- "(1) Employees in the DPW Operations Division Forestry Section who attain and maintain a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,837.11 will advance to \$1,871.84.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,560.55 to \$1,755.72 (\$40,574.30 to \$45,648.72).
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,632.90, \$1,672.93, \$1,718.43, \$1,768.06, \$1,837.11. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.
- (4) Recruitment is at \$1,652.72 (\$42,970.72).
- (5) Employees are only eligible for the rate of \$1,843.20 upon recommendation of the Electrical Worker Review committee and approval of the Division Head in which the Electrical Worker is employed."
- (6) Recruitment is at \$1,632.90 (\$42,455.40).
- (7) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,490.40, \$1,590.40, \$1,717.60, \$1,843.20. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate."

#### Pay Range 7GN

- "(1) Employees occupying this position on August 21, 1988, may attain \$1,834.88 through the process described in Fire Department Guidelines.
- (3) Recruitment is at \$1,665.38 (\$43,299.88).
- (4) Recruitment is at \$1,693.02 (\$44,018.52).
- (5) Recruitment is at \$1,925.03 (\$50,050.78)."

#### Pay Range 7HN

- "(2) Requirement for advancement to \$1,982.07 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain \$1,982.07.
- (7) Recruitment is at \$1,739.70 (\$45,232.20).
- (10) Recruitment is at \$1,803.17. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,803.17, \$1,841.09, \$1,879.80, \$1,919.32, \$1,959.69, \$2,000.90, \$2,042.97.
- (11) Recruitment is at \$1,632.90 and may be up to \$1,725.86 based upon credentials with the approval of the Department of Employee Relations. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,632.90, \$1,678.74, \$1,725.86, \$1,774.30, \$1,824.11, \$1,875.31, \$1,927.95, \$1,982.07.
- (12) Recruitment is at \$1,803.17. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public works of having attained and maintained at all times the required credentials and demonstrated job performance: \$1,803.17, \$1,841.09, \$1,879.80, \$1,919.32, \$1,959.69,

\$2,000.90, \$2,042.97, \$2,085.94. Fluid Power Systems Technician title is a promotional opportunity for other Fleet Services titles in Pay Range 7HN."

#### Pay Range 7IN

"(1) An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one increment. If at \$2,112.63, the employee will advance to \$2,152.58.

(2) Recruitment is at \$1,851.44 (\$48,137.44).

(3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,841.51, \$1,901.01, \$1,965.23, \$2,030.70, \$2,112.63. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(6) Recruitment is at \$2,146.40 (\$55,806.40)."

#### Pay Range 7JN

"(1) Recruitment may be authorized up to \$2,024.46 (\$52,635.96) with the approval of DER.

(2) Recruitment is at \$1,910.71 (\$49,678.46).

(3) Recruitment is at \$1199.20. Employees will advance to the next rate in the following range after 2080 hours of work: \$1199.20, \$1,440.00, \$1,799.20, \$2159.20. Official rate is bi-weekly rates.

(7) Employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

(8) One position filled by Dennis Hermann to be paid \$2,388.80 biweekly.

(9) Recruitment is at \$2,176.80 (\$56,596.80).

(10) Recruitment is at \$2,204.00 (\$57,304.00)."

#### Pay Range 7KN

(1) Recruitment is at \$2,237.60 (\$58,177.60).

(3) Recruitment is at \$2,261.60 (\$58,801.60).

(4) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

(5) Recruitment is at \$2,229.60 (\$57,969.60).

#### Pay Range 7LN

"(1) Jerome Burr shall be paid \$2,188.65 biweekly and is eligible for general increases until such time he obtains the DNR Distribution Operator certification. Such employees shall advance to the next higher increment in this biweekly range: \$1,901.01 to \$2,310.10.

(2) Recruitment is at \$1,976.15 (\$51,379.90)."

#### Pay Range 7MN

"(3) Recruitment is at \$2,399.20 (\$62,379.20).

(6) Recruitment is at \$2,388.80 (\$62,108.80)

(7) Recruitment is at \$2,383.20 (\$61,963.20)."

Pay Range 7ON

"(3) Recruitment is at \$2,507.20 (\$65,187.20)."

Pay Range 7PN

"(1) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the M-steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$2,420.97 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be as provided for in the DER guidelines.

M-Step	Criteria Needed
M-1 \$2,526.54	60 credits or 14 years of service and 40 credits
M-2 \$2,651.10	75 credits or 16 years of service and 55 credits"

Pay Range 7QN

"(2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at \$2,684.80/

(3) Recruitment is at \$2,684.80 (\$69,804.80)."

Under Pay Ranges 7KN, 7MN 7NN delete the current Pay Range and substitute therefore the following Pay Ranges:

Pay Range 7KN -

Painter Leadworker, Bridge and Iron

Hourly: 27.73  
Biweekly: 2,218.40  
Annual: 57,678.40

Pay Range 7MN -

Ironworker

Hourly: 29.41  
Bi-weekly: 2,352.80  
Annual: \$61,172.80

Pay Range 7NN - Painter Supervisor, Ironwork

Hourly: 30.58  
Bi-weekly: 2,446.40  
Annual: 63,606.40

**Part 13. Part 1, Section 8 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14-June 23, 2013):**

Under Section 8 Pay Ranges, amend the following footnotes:

Pay Range 8DN

- "(3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of \$1,551.91.  
(7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of \$1,551.91.  
(8) Recruitment is at \$1,402.99 (\$36,477.74).  
(12) Recruitment is at \$1,389.17 (\$36,118.42)."

Pay Range 8EN

- "(3) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at the maximum increment, will advance to: \$1,602.15.  
(4) Recruitment is at \$1,444.17 (\$37,548.42).  
(5) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,428.12, \$1,456.65, \$1,488.78, \$1,522.67, \$1,572.73. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.  
(6) Recruitment is at \$1,334.86 (\$34,706.36).  
(7) Recruitment is at \$1,428.12 (\$37,131.12)."

Pay Range 8FN

- "(1) Recruitment is at \$1,493.53 (\$38,831.78).  
(3) Employees in this classification shall not advance beyond \$1,525.12 without a Commercial Driver's License. The following employees to be paid at the biweekly rate of \$1,542.93: Mark Smith and Samuel Watkins. These employees will continue to receive general increases.  
(5) Recruitment is at \$1,476.96 (\$38,400.96).  
(7) An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,650.24, will advance to \$1,681.25.  
(8) Employees given a promotional emergency or temporary appointment to this title will be paid at these rates: \$1,476.96, \$1,508.42, \$1,542.36, \$1,578.30, \$1,631.47. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.  
(9) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,493.53, \$1,525.68, \$1,559.60, \$1,595.77, \$1,650.24. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.  
(10) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,460.40, \$1,491.23, \$1,525.12, \$1,560.86, \$1,612.72. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate."

Pay Range 8GN



"(2) Recruitment is at \$1,529.32 (\$39,762.32).

(3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,529.32, \$1,563.17, \$1,598.88, \$1,636.37, \$1,690.75. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(4) Recruitment is at \$1,524.01 (\$39,624.26)."

#### Pay Range 8HN

"(1) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,547.56, \$1,583.25, \$1,621.11, \$1,662.64, \$1,721.39. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(2) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,565.84, \$1,603.35, \$1,643.41, \$1,688.90, \$1,752.03. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(3) Recruitment is at \$1,565.84 (\$40,711.84)."

#### Pay Range 8IN

"(3) An Employee given a promotional emergency or temporary appointment to this position will be paid at these rates: \$1,604.69, \$1,638.91, \$1,674.82, \$1,713.29, \$1,764.42. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(4) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,587.95, \$1,624.68, \$1,664.69, \$1,710.24, \$1,773.31. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(5) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,547.60, \$1,644.12, \$1,684.04, \$1,729.60, \$1,792.72. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(6) Recruitment is at \$1,604.69 (\$41,721.94).

(7) Recruitment is at \$1,587.95 (\$41,286.70).

(8) Recruitment is at \$1,598.32 (\$41,556.32).

(9) Recruitment is at \$1,606.54 (\$41,770.04).

(10) Recruitment is at \$1,579.85 (\$41,076.10)."

#### Pay Range 8JN

"(3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,632.90, \$1,672.93, \$1,718.43, \$1,768.06, \$1,837.11. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(4) Recruitment is at \$1,647.20 (\$42,827.20)."

#### Pay Range 8KN

"(3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,196.18, \$1,444.46, \$1,476.30, \$1,512.21, \$1,567.65, \$1,621.18, \$1,680.59, \$1,743.05, \$1,807.57, \$1,878.72. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(4) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,682.74, \$1,728.24, \$1,776.95, \$1,827.76, \$1,896.82. The appointment shall be at a pay rate that is at least \$10 more biweekly than the employee was receiving. An employee who reaches 2080 hours of work at a rate shall advance to the next higher rate.

(5) Recruitment is at \$1,682.74 (\$43,751.24)."

#### Pay Range 8ON

"(1) An employee assigned to operate a snow blower mounted on a Grader or a Heavy Loader shall be paid \$28.68 per hour. (Backhoe pay).

(2) An employee assigned to operate the Log Loader from Pay Period 25 through Pay Period 8 shall be paid the rate of \$28.68 an hour. (snow and ice control operation season)

(3) An employee assigned to operate the skid steer loader with grinder attachment shall be paid \$26.97 per hour.

(4) Recruitment is at \$27.97."

#### Pay Range 8PN

"(2) An employee assigned to operate the Backhoe shall be paid \$28.68 per hour."

#### Pay Range 8QN

"(1) Recruitment is at \$28.95."

Under Pay Ranges 8GN and 8IN, delete the current Pay Ranges and substitute therefore the following Pay Ranges:

#### Pay Range 8GN - Bridge Operator

Hourly:	19.05	20.90
Bi-weekly:	1,524.01	1,671.89
Annual:	39,624.26	43,469.14

#### Pay Range 8IN - Bridge Operator Lead Worker

Hourly:	20.06	22.06
Bi-weekly:	1,604.69	1,764.42
Annual:	41,721.94	45,874.92

**Part 14. Part 1, Section 9 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14- June 23, 2013):**

Under Section 9 Pay Ranges, amend the following footnotes:

Pay Range 9EN

"(2) Recruitment may be up to \$9.58 with the approval of DER."

Pay Range 9GN

"(3) Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for less than 190 days or one full year shall receive \$14.63 per hour. Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive \$15.45 per hour."

Pay Range 9IN

"(3) With the approval of the Employee Relations Director, students with junior status may be appointed up to \$11.85 and students with senior status may be appointed up to \$13.43."

Pay Range 9MN

"(2) Employees to be paid in the following range: \$1,008.00 to \$1,250.40."

Pay Range 9NN

"(1) Freshmen are to be appointed at \$13.02. Sophomores, juniors, and seniors may be appointed up to \$15.48."

Pay Range 9MN - Police Telecommunicator (Seasonal)

Hourly:	12.60	15.63
Bi-weekly:	1,008.00	1,250.40
Annual:	26,208.00	3,2510.40

**Part 15. Part 1, All Sections of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14- June 23, 2013):**

Increase Official Rate Biweekly rates for all Pay Ranges unless indicated differently by other parts of this ordinance.

**Part 16. Part 2, Section 2 of ordinance File Number 120741 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14- June 23, 2013):**

Under Section 2, delete the language referring to the restructuring of the Salary Ordinance in 2012 and insert in lieu thereof the following language in bold. Subsection b) Intent shall read as follows:

"This ordinance is intended to provide the policies and procedures for administering all Sections within the Salary Ordinance. It is intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of the Salary Ordinance. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this ordinance. The provisions of this ordinance are not intended and shall not be construed to be in conflict with the state statutes regarding collective bargaining or any provisions of collective bargaining agreements in full force and effect."

The 2013 Salary Ordinance includes general wage increases approved by the Common Council for eligible non-represented City employees and members of certain certified bargaining units. To be eligible for the wage increase, employees must be residents of the City of Milwaukee. Employees who establish residency outside the City of Milwaukee on or after June 23, 2013, will no longer be eligible for this wage increase effective the date of the change in status.

Part 17. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 18. The provisions of Parts 2, 5 and 10 of this ordinance are deemed to be in force and effect from and after Pay Period 1 (December 23, 2012).

Part 19. The provisions of Parts 3, 6, 7, 8, 9, 11, 12, 13, 14, 15 and 16 of this ordinance are deemed to be in force and effect from and after Pay Period 14 (June 23, 2013).

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

TB

7/22/13

Technical Correction 9/9/13 TB

Technical Correction 9/24/13 CL