



Legislation Text

File #: 050875, Version: 1

050875
Substitute 1
050456

THE CHAIR

Substitute ordinance to further amend the 2006 rates of pay of offices and positions in the City Service under control of the Common Council.

This substitute ordinance amends the rates of pay for the following:
Department of Public Works-Operations Division, Management, Department of Employee Relations,
Department of Neighborhood Services and Police Department.

This ordinance also amends Part II. Management Pay Plan, 12.e (2) that will implement the 2006 Budget Amendment #83a, regarding Management Pay Plan employees earning a salary above \$90,000 as of Pay Period 27, 2005 will remain in their current step.

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

Part 1. Section 1 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2006 - January 1, 2006):

Under Pay Range 047, delete the 2005 rate of \$1,869.98 biweekly and substitute the 2006 rate of \$1,909.25 biweekly.

Part 2. Section 2 of ordinance File Number 040456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2005 - November 20, 2005):

Under Salary Grade 004, add the footnote designation “1/” following the title “Street Repair Supervisor.”

Under Salary Grade 005, add the footnote designation “1/” following the titles “Street Operations Supervisor” and “Field Operations Inspection Specialist.”

Part 3. Section 2 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2006 - January 1, 2006):

Delete the current rates of pay for management salary grades 001 through 020 listed below and substitute the following rates:

Salary Grade 001

Official Rate-Biweekly

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,349.61 | 1,391.51 | 1,434.71 | 1,479.29 | 1,525.19 | 1,572.56 |
| 1,621.39 | 1,671.72 | 1,723.66 | 1,777.19 | 1,832.37 | 1,889.28 |

Salary Grade 002

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,438.14 | 1,482.80 | 1,528.85 | 1,576.31 | 1,625.241,675.72 |
| 1,727.78 | 1,781.43 | 1,836.74 | 1,893.77 | 1,952.562,013.10 |

Salary Grade 003

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,532.60 | 1,580.19 | 1,629.26 | 1,679.86 | 1,732.021,785.82 |
| 1,841.26 | 1,898.46 | 1,957.39 | 2,018.14 | 2,080.822,145.51 |

Salary Grade 004

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,633.77 | 1,684.50 | 1,736.81 | 1,790.75 | 1,846.351,903.67 |
| 1,962.78 | 2,023.78 | 2,086.59 | 2,151.37 | 2,218.192,287.24 |

Salary Grade 005

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,741.54 | 1,795.63 | 1,851.37 | 1,908.86 | 1,968.142,029.25 |
| 2,092.28 | 2,157.24 | 2,224.21 | 2,293.29 | 2,364.492,438.29 |

Salary Grade 006

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,856.02 | 1,913.65 | 1,973.06 | 2,034.34 | 2,097.522,162.64 |
| 2,229.80 | 2,299.03 | 2,370.45 | 2,444.04 | 2,519.922,598.68 |

Salary Grade 007

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 1,978.48 | 2,039.92 | 2,103.26 | 2,168.57 | 2,235.922,305.35 |
| 2,376.93 | 2,450.74 | 2,526.84 | 2,605.32 | 2,686.212,769.72 |

Salary Grade 008

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,108.22 | 2,173.70 | 2,241.21 | 2,310.81 | 2,382.532,456.54 |
| 2,532.80 | 2,611.45 | 2,692.55 | 2,776.17 | 2,862.382,951.39 |

Salary Grade 009

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,247.99 | 2,317.82 | 2,389.79 | 2,463.98 | 2,540.482,619.40 |
| 2,700.73 | 2,784.59 | 2,871.04 | 2,960.22 | 3,052.123,147.07 |

Salary Grade 010

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,395.71 | 2,470.10 | 2,546.83 | 2,625.88 | 2,707.432,791.52 |
| 2,878.19 | 2,967.58 | 3,059.72 | 3,154.73 | 3,252.673,354.04 |

Salary Grade 011

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,554.11 | 2,633.43 | 2,715.21 | 2,799.49 | 2,886.452,976.07 |
| 3,068.50 | 3,163.76 | 3,261.99 | 3,363.28 | 3,467.733,575.62 |

Salary Grade 012

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,721.82 | 2,806.34 | 2,893.48 | 2,983.33 | 3,075.973,171.47 |
| 3,269.99 | 3,371.51 | 3,476.22 | 3,584.15 | 3,695.453,810.54 |

Salary Grade 013

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 2,900.82 | 2,990.90 | 3,083.80 | 3,179.56 | 3,278.263,380.08 |
| 3,485.01 | 3,593.24 | 3,704.79 | 3,819.87 | 3,938.474,061.45 |

Salary Grade 014

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 3,092.49 | 3,188.51 | 3,287.52 | 3,389.59 | 3,494.853,603.37 |
| 3,715.29 | 3,830.64 | 3,949.59 | 4,072.22 | 4,198.674,329.64 |

Salary Grade 015

Official Rate Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 3,296.12 | 3,398.45 | 3,504.00 | 3,612.82 | 3,724.973,840.67 |
| 3,959.91 | 4,082.87 | 4,209.66 | 4,340.39 | 4,475.164,614.45 |

Salary Grade 016

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 3,513.08 | 3,622.19 | 3,734.65 | 3,850.63 | 3,970.204,093.49 |
| 4,220.58 | 4,351.67 | 4,486.78 | 4,626.09 | 4,769.744,918.56 |

Salary Grade 017

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 3,744.63 | 3,860.94 | 3,980.83 | 4,104.44 | 4,231.864,363.30 |
| 4,498.77 | 4,638.47 | 4,782.53 | 4,931.02 | 5,084.145,242.62 |

Salary Grade 018

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 3,991.56 | 4,115.50 | 4,243.31 | 4,375.05 | 4,510.924,651.00 |
| 4,795.43 | 4,944.33 | 5,097.86 | 5,256.16 | 5,419.365,588.05 |

Salary Grade 019

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 4,254.47 | 4,386.57 | 4,522.78 | 4,663.21 | 4,808.044,957.35 |
| 5,111.27 | 5,269.97 | 5,433.63 | 5,602.36 | 5,776.315,956.05 |

Under Salary Grade 020, delete the following corrected 2005 biweekly rates of pay:

| | | | | |
|----------|----------|----------|----------|------------------|
| 4,441.34 | 4,579.24 | 4,721.45 | 4,868.06 | 5,019.215,175.08 |
| 5,335.78 | 5,501.47 | 5,672.30 | 5,848.43 | 6,030.066,218.13 |

And substitute the following 2006 biweekly rates:

Salary Grade 020

Official Rate-Biweekly

| | | | | |
|----------|----------|----------|----------|------------------|
| 4,534.61 | 4,675.40 | 4,820.60 | 4,970.29 | 5,124.615,283.76 |
| 5,447.83 | 5,617.00 | 5,791.42 | 5,971.25 | 6,156.696,348.71 |

Part 4. Section 2 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Salary Grade 011, delete the title "Chief Operations Officer."

Under Salary Grade 013, add the title "Neighborhood Services Operations Manager."

Part 5. Section 3 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 27, 2005 - December 18, 2005):

Under Pay Range 254, add the title "Fleet Equipment Service Writer."

Under Pay Range 260, add the title "Fleet Equipment Inspector."

Part 6. Section 5 of ordinance File Number 040456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2006 - January 1, 2006):

Under Pay Range 425, add the footnote designation "7/" following the title "Office Assistant III" and add the following footnote: "7/ Effective Pay Period 1, 2006, Office Assistant III positions in DER held by Mary Turner and Faranda Wragg to be paid at \$1,604.42 biweekly and the position held by Catherine Faulkner to be paid at \$1,479.75 biweekly, and shall receive future across-the-board wage increases, as long as they remain in those positions."

Under Pay Range 460, add the footnote designation "2/" following the title "Program Assistant I" and add the following footnote: "2/ Effective Pay Period 1, 2006, the Program Assistant I position in DER held by Vaughn Brooks, shall be paid the following biweekly rates:

| | | | | | |
|----------|----------|----------|----------|----------|----------|
| 1,368.15 | 1,410.63 | 1,454.42 | 1,499.61 | 1,546.14 | 1,594.16 |
| 1,643.66 | 1,694.68 | 1,747.33 | 1,801.61 | 1,857.54 | 1,915.23 |

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position."

Part 7. Section 8 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2006 - January 1, 2006):

Under Pay Range 500, in footnote "2/", delete the biweekly rate of \$1,402.83 (2005) and substitute the

biweekly rate of \$1,444.91 (2006).

Under Pay Range 540, delete the name “Vaughn Brooks” from footnote “8/.”

Part 8. Section 23 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 929, delete the second hourly step of \$11.98 and substitute \$11.95.

Under Pay Range 929, add the titles and footnote designations “School Crossing Guard Operator 1/ 3/” and “School Crossing Guard Dispatcher 2/ 3/” and delete and recreate the following footnotes:

“1/ Receives the second rate specified above after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.”

2/ 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 \$13.18. 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 \$13.92 per hour.

3/ Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.”

Part 9. Part II, Section 12 of ordinance File Number 050456 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2006 - January 1, 2006):

Under Part II, Section 12. Management Pay Plan, delete “12.e (2)”, and “12.f.(1)” in their entirety and substitute the following:

e. Salary Advancement:

(2) Annual salary increments: Except as provided below, management employees, who demonstrate fully satisfactory performance, working in management classifications, shall be eligible for salary increments of one step per year above the initial appointment step, up to the maximum step based upon recommendation of the appointing authority after appropriate review of job performance. Such step increases may be made on the manager’s salary anniversary date. Nothing in this section shall be construed as denying the right of a department head to make the effective date of a salary increment later than the employee’s anniversary pay period. For fiscal year 2006, management employees earning a salary above \$90,000 as of Pay Period 27, 2005 will remain in their current step.

f. Promotion

(1) Promotion: A promotion may take place by reclassification to a higher salary grade, reallocation to a higher salary grade, or appointment to a different, higher level position.

The promotional increase, for employees promoted within or into the Management Pay Plan, will be at the pay rate in the new salary grade which is at least 3.00 percent above the salary the manager was receiving at the time of such appointment or promotion. The Department of Employee Relations must review and authorize the calculation of the salary rate prior to promotion. In those instances where the

next pay rate (step) is less than three percent higher than the employee was receiving, the next higher pay rate (step) shall be paid.

Part 10. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 11. The provisions of Part 2 of this ordinance are deemed to have been in force and effect from and after Pay Period 25, 2005 (November 20, 2005).

The provisions of Part 5 of this ordinance are deemed to have been in force and effect from and after Pay Period 27, 2005 (December 18, 2005).

The provisions of Part 1, 3, 6, 7 & 9 of this ordinance are deemed to have been in force and effect from and after Pay Period 1, 2006 (January 1, 2006).

The provisions of all other parts of this ordinance are deemed to be in force and effect from and after the first day of the first pay period following passage and publication.

Part 12. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
TJM
11/30/05