



Legislation Text

File #: 140177, Version: 3

140177
SUBSTITUTE 3
130419
THE CHAIR

A substitute ordinance to further amend the 2014 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, All Sections of ordinance File Number 130419 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2014 - June 22, 2014):

PART I

The uniform rates of pay of offices and positions in the City service under the control of the Common Council of the City of Milwaukee shall be as follows. In no case shall the salary of any City official exceed that of the Mayor.

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1AX
Official Rate Biweekly

| | | |
|-----------------|---------------|---------------|
| Hourly | 21.78 | 30.49 |
| Biweekly | 1,742. | 2,439. |
| | 53 | 48 |
| Annual | 45,305 | 63,426 |
| | .78 | .48 |

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| BUILDING SERVICES SUPERVISOR II |
| CALL CENTER SUPERVISOR |
| EQUIPMENT OPERATIONS SUPERVISOR I (1) (2) |
| FIRE DISPATCH SUPERVISOR (3) |
| HEALTH PROJECT COORDINATOR - WIC |
| HOUSING MANAGER II |

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| INVENTORY MANAGER |
| PARKING ENFORCEMENT SUPERVISOR |
| PERMIT DESK SUPERVISOR |
| SANITATION SUPERVISOR (1) (2) |
| SELF-HELP YARD SUPERVISOR (1)(2) |
| STREET REPAIR SUPERVISOR (1) |
| TOW LOT SUPERVISOR |
| URBAN FORESTRY SUPERVISOR (1) |
| VEHICLE SALVAGE SUPERVISOR I |
| WATER DISTRIBUTION SUPERVISOR I (4) |

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) To be appointed at \$2,182.55 (\$56,746.30). This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46 hour work week.
- (3) Recruitment is at \$1,909.80 (\$49,654.80).
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

Pay Range 1BX

Official Rate Biweekly

| | | |
|-----------------|---------------|---------------|
| Hourly | 23.22 | 32.51 |
| Biweekly | 1,857. | 2,600. |
| | 47 | 60 |
| Annual | 48,294 | 67,615 |
| | .22 | .60 |

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| ADMINISTRATIVE SERVICES SUPERVISOR |
| BRIDGE OPERATOR SUPERVISOR |
| BUILDING MAINTENANCE SUPERVISOR II |
| CUSTOMER SERVICE SPECIALIST |
| FIELD OPERATIONS INSPECTION SPECIALIST (1) |
| FLEET REPAIR SUPERVISOR (1) (3) |
| HOUSING MANAGER III |
| LEGISLATIVE LIBRARY MANAGER |
| MECHANICAL MAINTENANCE SUPERVISOR |
| MEDICAL ASSISTANT PROGRAM SUPERVISOR |

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| POLICE FLEET SUPERVISOR |
| PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR |
| SEWER MAINTENANCE PROGRAM MANAGER |
| SEWER OPERATIONS SUPERVISOR |
| STREET OPERATIONS SUPERVISOR (1) |
| WATER FIELD SUPERVISOR (2) (4) |

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.
- (3) Recruitment is at \$2,106.81 (\$54,777.06)
- (4) Recruitment is at \$2,178.57 (\$56,642.82)

Pay Range 1CX

Official Rate Biweekly

| | | |
|-----------------|---------------|---------------|
| Hourly | 24.74 | 34.65 |
| Biweekly | 1,979. | 2,771. |
| | 57 | 65 |
| Annual | 51,468 | 72,062 |
| | .82 | .90 |

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| BOZA ADMINISTRATIVE COORDINATOR |
| BUILDING SERVICES MANAGER (1) |
| CITY CHANNEL MANAGER |
| ENVIRONMENTAL HEALTH FIELD SUPERVISOR |
| EQUIPMENT INVENTORY MANAGER |
| EQUIPMENT OPERATIONS AND TRAINING MANAGER (1) |
| INVENTORY SERVICES MANAGER |
| LEAD PENSION SPECIALIST |
| LICENSE COORDINATOR |
| NUISANCE CONTROL SUPERVISOR |
| PARKING ENFORCEMENT ASSISTANT MANAGER |
| POLICE PAYROLL SUPERVISOR |
| PROCUREMENT ADMINISTRATOR |
| PUBLIC RELATIONS SUPERVISOR |

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| RESIDENTIAL REHABILITATION SUPERVISOR |
| SAFETY SUPERVISOR (1) |
| SECURITY MANAGER |
| TELECOMMUNICATIONS SUPERVISOR |
| TOW LOT ASSISTANT MANAGER |
| WATER CUSTOMER SERVICE SUPERVISOR |
| WATER DISTRIBUTION BUSINESS SYSTEMS SUPERVISOR |
| WATER MAINTENANCE MANAGER |
| WATER PLANT MAINTENANCE SUPERVISOR |
| WATER REVENUE COLLECTIONS SUPERVISOR |

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

Pay Range 1DX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

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| AUTOMATED SYSTEMS SUPERVISOR |
| BUILDING CODES ENFORCEMENT SUPERVISOR |
| CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR |
| COMMUNICABLE DISEASE AND IMMUNIZATIONS SUPERVISOR |
| CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR |
| CUSTOMER SERVICES MANAGER |
| DOCUMENT SERVICES MANAGER |
| ELECTRONIC TECHNICIAN SUPERVISOR (1) |
| ENVIRONMENTAL CODE ENFORCEMENT SUPERVISOR |
| FAMILY AND COMMUNITY WELLNESS MANAGER |
| FIRE DISPATCH MANAGER |
| FIRE EQUIPMENT REPAIRS SUPERVISOR |
| FIRE PERSONNEL OFFICER |

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| FLEET REPAIR SUPERVISOR-SENIOR (2) |
| GENERAL ACCOUNTING MANAGER |
| HEALTH CENTER OPERATIONS MANAGER |
| HOUSING REHABILITATION MANAGER |
| HUMAN RESOURCES SPECIALIST |
| LEAD GRANT MANAGER |
| LEAD HAZARD PREVENTION MANAGER |
| LIBRARY BRANCH MANAGER |
| MANAGEMENT LIBRARIAN |
| MANAGEMENT SERVICES ADJUSTER |
| MCHVP PROGRAM MANAGER |
| MEN'S HEALTH MANAGER |
| PARKING OPERATIONS SUPERVISOR (2) |
| PLANT AND EQUIPMENT REPAIR SUPERVISOR |
| PLANT AUTOMATION SPECIALIST |
| POLICE FLEET MANAGER |
| POLICE RECORDS MANAGER |
| PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR |
| PUBLIC HEALTH NURSE SUPERVISOR |
| REVENUE COLLECTION MANAGER |
| SANITATION DISTRICT MANAGER (2) |
| SHOP AND MAINTENANCE SUPERVISOR (2) |
| URBAN FORESTRY MANAGER (2) |
| VITAL STATISTICS AND FIMR MANAGER |
| WATER METER PROJECT MANAGER |
| WATER QUALITY OPERATIONS MANAGER |
| WELL WOMEN'S PROGRAM MANAGER |
| WIC PROGRAM MANAGER |

- (1) Recruitment may be up to \$2,278.96 (\$59,252.96) with the approval of DER.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

Pay Range 1EX
 Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 28.11 | 39.35 |
|--------|-------|-------|

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| Biweekly | 2,248. 55 | 3,147. 86 |
| Annual | 58,462 .30 | 81,844 .36 |

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| BUSINESS OPERATIONS MANAGER |
| DPW INVENTORY AND PURCHASING MANAGER |
| ELECTRICAL SERVICES SUPERVISOR I |
| ERS BUSINESS OPERATIONS ANALYST |
| FIRE EQUIPMENT REPAIRS MANAGER |
| GREENHOUSE AND NURSERY MANAGER |
| HEALTH COMMUNICATION OFFICER |
| IN REM PROPERTY DISPOSITION MANAGER |
| LEGISLATIVE RESEARCH SUPERVISOR |
| LIBRARY FACILITIES MANAGER |
| NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER |
| PENSION ACCOUNTING MANAGER |
| POLICE FACILITIES ASSISTANT MANAGER |
| PORT FACILITIES SUPERVISOR |
| PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (2) |
| PUBLIC WORKS ACCOUNTING MANAGER |
| SECURITY OPERATIONS MANAGER |
| SMALL BUSINESS DEVELOPMENT MANAGER |
| WATER DISTRIBUTION SCHEDULING MANAGER (1) |
| WATER METER SERVICES MANAGER |
| WATER REVENUE MANAGER |

- (1) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.
- (2) Recruitment may be up to the midpoint of the range with the approval of Employee Relations.

Pay Range 1FX

Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 29.97 | 41.96 |
|--------|-------|-------|

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|----------|---------------|---------------|
| Biweekly | 2,397. 63 | 3,356. 55 |
| Annual | 62,338 .38 | 87,270 .30 |

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| ASSESSMENT DIVISION MANAGER |
| BUILDING CONSTRUCTION INSPECTION SUPERVISOR |
| BUSINESS FINANCE MANAGER |
| BUSINESS OPERATIONS MANAGER - HEALTH |
| BUSINESS OPERATIONS MANAGER - NEIGHBORHOOD SERVICES |
| COMMERCIAL AND RESIDENTIAL REHABILITATION MANAGER |
| COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM MANAGER |
| COMMUNICATIONS SYSTEMS MANAGER (4) |
| COUNCIL ADMINISTRATION MANAGER |
| COUNCIL RECORDS MANAGER |
| CRIME AND INTELLIGENCE SPECIALIST |
| ELECTION SERVICES MANAGER |
| ELECTRICAL INSPECTION SUPERVISOR |
| EPIDEMIOLOGIST |
| FAMILY AND COMMUNITY HEALTH OPERATIONS MANAGER |
| HOME ENVIRONMENTAL HEALTH MANAGER |
| HUMAN RESOURCES OFFICER (5) |
| INFRASTRUCTURE SUPPORT SERVICES MANAGER |
| LIBRARIAN V (1) |
| LIBRARY BUSINESS OPERATIONS MANAGER |
| LICENSE DIVISION ASSISTANT MANAGER |
| MARKETING AND PUBLIC RELATIONS OFFICER |
| OPERATIONS AND DISPATCH MANAGER (2) |
| OPERATIONS MANAGER - DEVELOPMENT CENTER |
| PARKING FINANCIAL MANAGER |
| PLUMBING INSPECTION SUPERVISOR |
| PUBLIC INFORMATION MANAGER |
| SEWER SERVICES DISTRICT MANAGER |
| SPECIAL ASSISTANT TO THE CITY ATTORNEY |

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| SPECIAL ASSISTANT TO THE CITY TREASURER |
| SPECIAL ASSISTANT TO THE COMPTROLLER |
| SPECIAL ENFORCEMENT SUPERVISOR |
| STREET REPAIR DISTRICT MANAGER |
| TOW LOT MANAGER |
| URBAN FORESTRY TECHNICAL SERVICES MANAGER (2) |
| WATER DISTRIBUTION CONSTRUCTION MANAGER (3) |
| WATER INFORMATION TECHNOLOGY SUPERVISOR |
| WATER PLANT AUTOMATION MANAGER |
| WATER PLANT OPERATIONS MANAGER - NORTH |
| WATER PLANT OPERATIONS MANAGER - SOUTH |

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.
- (4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (5) Appointment of Judith Allen is authorized at the rate of \$3,156.94 biweekly.

Pay Range 1GX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.94 | 44.72 |
| Biweekly | 2,555.18 | 3,577.30 |
| Annual | 66,434.68 | 93,009.80 |

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| ACCOUNTING MANAGER |
| ACCOUNTING MANAGER - CITY DEVELOPMENT |
| ASSISTANT COURT ADMINISTRATOR |
| AUDITING MANAGER |
| BUILDING CODES COURT ADMINISTRATOR |

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| BUILDING CODES ENFORCEMENT MANAGER |
| CHIEF COMPLIANCE OFFICER |
| DATA SERVICES MANAGER |
| ELECTRICAL SERVICES MANAGER |
| ELECTRICAL SERVICES SUPERVISOR II (1) |
| ENVIRONMENTAL CODE ENFORCEMENT MANAGER |
| FIRE TECHNICAL SERVICES MANAGER |
| GRANT-IN-AIDE FISCAL COORDINATOR |
| INFECTIOUS DISEASE EPIDEMIOLOGIST |
| IT SUPPORT SERVICES SUPERVISOR |
| NETWORK MANAGER |
| OPERATIONS AND MAINTENANCE MANAGER |
| PARKING ENFORCEMENT MANAGER |
| POLICE FACILITIES MANAGER |
| RESEARCH AND ANALYSIS MANAGER |
| RETIREMENT PLAN MANAGER (2) |
| VIOLENCE REDUCTION AND PREVENTION INITIATIVE MANAGER |
| WATER ACCOUNTING MANAGER |
| WATER DISTRIBUTION OPERATIONS MANAGER (3) |

- (1) The employee in this title who is designated to hold the Type C Contractors Electrical License for the City in the Buildings and Fleet Division shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

Pay Range 1HX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.05 | 47.67 |
| Biweekly | 2,724.12 | 3,813.63 |
| Annual | 70,827.12 | 99,154.38 |

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| ADMINISTRATIVE SERVICES MANAGER |
| ASSOCIATE DIRECTOR |

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| BRIDGE MAINTENANCE MANAGER |
| BUDGET AND MANAGEMENT REPORTING MANAGER |
| BUILDING CODES ENFORCEMENT MANAGER - COMMERCIAL |
| BUSINESS SYSTEMS MANAGER |
| CITY PAYROLL MANAGER |
| DATABASE ADMINISTRATOR |
| ELECTRICAL SERVICES MANAGER - SENIOR |
| ERS FUNCTIONAL APPLICATIONS MANAGER (1) |
| EXECUTIVE DIRECTOR - DEFERRED COMPENSATION BOARD |
| FINANCE AND PLANNING MANAGER |
| GIS DEVELOPER - PROJECT LEADER |
| HUMAN RESOURCES ADMINISTRATOR |
| LEGISLATIVE REFERENCE BUREAU MANAGER |
| LIBRARY PUBLIC SERVICES AREA MANAGER |
| LICENSE DIVISION MANAGER |
| MARKETING DEVELOPMENT SERVICES MANAGER |
| POLICE BUDGET AND ADMINISTRATION MANAGER |
| PORT MARKETING MANAGER |
| REAL ESTATE DEVELOPMENT SERVICES MANAGER |
| SANITATION AREA MANAGER |
| URBAN FORESTRY DISTRICT MANAGER |
| WATER BUSINESS MANAGER |
| WATER PLANT MANAGER - NORTH |
| WATER PLANT MANAGER - SOUTH |

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

Pay Range 11X

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 36.29 | 50.80 |
| Biweekly | 2,903.01 | 4,064.20 |
| Annual | 75,478.26 | 105,669.20 |

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| APPLICATIONS DEVELOPMENT MANAGER |
| ARCHITECTURAL PROJECT MANAGER |
| BUDGET AND POLICY MANAGER - SENIOR |
| BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER |
| CALL CENTER OPERATIONS AND ANALYTICS MANAGER |
| CITY PLANNING MANAGER |
| CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR |
| ELECTION COMMISSION-EXECUTIVE DIRECTOR |
| ENTERPRISE INFORMATION MANAGER |
| ENTERPRISE RESOURCE PLANNING MANAGER |
| ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) |
| ERS CHIEF FINANCIAL OFFICER (2) |
| FAMILY AND COMMUNITY HEALTH SERVICES DIRECTOR |
| FINANCE AND ADMINISTRATION MANAGER |
| FUNCTIONAL APPLICATIONS MANAGER (3) |
| HOMELAND SECURITY DIRECTOR |
| HUMAN RESOURCES MANAGER |
| INFORMATION SERVICES MANAGER |
| INVESTMENTS AND FINANCIAL SERVICES MANAGER |
| LIBRARY TECHNICAL SERVICES MANAGER |
| MANAGEMENT CIVIL ENGINEER - SENIOR |
| MECHANICAL ENGINEER IV |
| NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER |
| PERMIT AND DEVELOPMENT CENTER MANAGER |
| PORT OPERATIONS MANAGER |
| REDEVELOPMENT& SPECIAL PROJECTS MANAGER |
| REVENUE AND FINANCIAL SERVICES SPECIALIST |
| SEWER SERVICES MANAGER |
| SPECIAL ENFORCEMENT MANAGER |
| STRUCTURAL DESIGN MANAGER |
| TELECOMMUNICATIONS MANAGER |
| TRAFFIC CONTROL ENGINEER IV |
| WATER DISTRIBUTION MANAGER |
| WATER INFORMATION TECHNOLOGY MANAGER |

WORKERS COMPENSATION AND SAFETY MANAGER

- (1) Recruitment is authorized up to \$3,785.51 (\$98,423.26) with the approval of DER.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is authorized up to \$3,228.14 (\$83,931.64) with the approval of DER.

Pay Range 1JX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 38.67 | 54.15 |
| Biweekly | 3,093.92 | 4,331.80 |
| Annual | 80,441.92 | 112,626.80 |

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| CHIEF OF STAFF POLICE |
| CIVIL ENGINEER V |
| DEPUTY CITY CLERK |
| DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR |
| ELECTRICAL SERVICES OPERATIONS MANAGER |
| FLEET OPERATIONS MANAGER |
| FORESTRY SERVICES MANAGER |
| PARKING OPERATIONS MANAGER |
| POLICY PLANNING COORDINATOR |
| PORT OPERATIONS AND TRADE DIRECTOR |
| PUBLIC HEALTH DEPUTY LABORATORY DIRECTOR |
| SANITATION SERVICES MANAGER |
| SPECIAL DEPUTY CITY TREASURER |
| STREET AND BRIDGES SERVICES MANAGER |
| TRAFFIC CONTROL ENGINEER V |
| WATER QUALITY MANAGER |

Pay Range 1KX

Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 41.23 | 57.72 |
|--------|-------|-------|

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|-----------------|----------------------|----------------------|
| Biweekly | 3,298. 35 | 4,617. 84 |
| Annual | 85,757 .10 | 120,06 3.84 |

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| ACCOUNTS DIRECTOR |
| ADMINISTRATION AND PROJECT MANAGER |
| CHIEF COURT ADMINISTRATOR |
| DEPUTY CITY TREASURER |
| EMPLOYEE BENEFITS DIRECTOR |
| ENGINEER IN CHARGE |
| FACILITIES MANAGER |
| FINANCIAL SERVICES DIRECTOR |
| FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (1) |
| HEALTH OPERATIONS ADMINISTRATOR |
| LABOR NEGOTIATOR (2) |
| PUBLIC WORKS COORDINATION MANAGER |

- (1) While occupying this title, Michael G. Tobin, shall be paid at rates consistent with pay range 2QX.
- (2) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 1LX
Official Rate Biweekly

| | | |
|-----------------|----------------------|----------------------|
| Hourly | 43.94 | 61.52 |
| Biweekly | 3,515. 53 | 4,921. 61 |
| Annual | 91,403 .78 | 127,96 1.86 |

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| BLOCK GRANT DIRECTOR |
| CHIEF ASSESSOR |
| CITY CLERK |
| CITY PURCHASING DIRECTOR |
| DEPUTY COMPTROLLER |
| DEPUTY LIBRARY DIRECTOR - PUBLIC SERVICES |

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| EMPLOYEE RETIREMENT SYSTEM - DEPUTY DIRECTOR |
| NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR |
| PUBLIC HEALTH LABORATORIES DIRECTOR |

Pay Range 1MX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 46.84 | 65.57 |
| Biweekly | 3,746.94 | 5,245.97 |
| Annual | 97,420.44 | 136,395.22 |

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| ADMINISTRATIVE SERVICES DIRECTOR |
| CHIEF OF STAFF |
| EMPLOYEE RETIREMENT SYSTEM - CHIEF TECHNOLOGY OFFICER (3) |
| EMPLOYEES' RETIREMENT SYSTEM - EXECUTIVE DIRECTOR (1) (2) (4) |
| INFRASTRUCTURE ADMINISTRATION MANAGER |
| POLICE INFORMATION SYSTEMS DIRECTOR (3) |
| PUBLIC HEALTH RESEARCH AND POLICY DIRECTOR |
| WATER WORKS SUPERINTENDENT |

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range upon approval of the Annuity and Pension Board.
- (3) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Position to be paid rates consistent with Pay Range 10X (\$110,689 - \$154,961) while occupied by Bernard Allen.

Pay Range 1NX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 49.92 | 69.90 |
| Biweekly | 3,993.89 | 5,591.60 |
| Annual | 103,841.14 | 145,381.60 |

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| BUDGET AND MANAGEMENT DIRECTOR |
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| CHIEF INFORMATION OFFICER |
| CHIEF INVESTMENT OFFICER (1) (2) |
| DEPUTY COMMISSIONER - CITY DEVELOPMENT |
| LEGISLATIVE LIAISON DIRECTOR |
| MILWAUKEE PUBLIC LIBRARY DIRECTOR |
| MUNICIPAL PORT DIRECTOR |

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range with the approval of the Employees' Retirement System- Executive Director and the Annuity and Pension Board.

Pay Range 10X

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 53.22 | 74.50 |
| Biweekly | 4,257.26 | 5,960.03 |
| Annual | 110,688.76 | 154,960.78 |

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| ADMINISTRATION DIRECTOR |
| CITY ENGINEER |
| COMMISSIONER OF ASSESSMENTS |
| COMMISSIONER - BUILDING INSPECTION |
| COMMISSIONER - CITY DEVELOPMENT |
| DEPUTY CITY ATTORNEY |
| EMPLOYEE RELATIONS DIRECTOR |
| OPERATIONS DIVISION DIRECTOR |

Pay Range 1PX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 56.72 | 79.41 |
| Biweekly | 4,537.68 | 6,352.52 |
| Annual | 117,979.68 | 165,165.52 |

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| COMMISSIONER - HEALTH |
| COMMISSIONER - PUBLIC WORKS |

SECTION 2: PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.89 | 23.65 |
| Biweekly | 1,351.59 | 1,892.05 |
| Annual | 35,141.34 | 49,193.30 |

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| ASSISTANT PLANNER (6) |
| CHEMIST I (2) |
| COMMUNICABLE DISEASE SPECIALIST (6) |
| GRAPHIC DESIGNER I (4) (9) |
| LIBRARIAN I (7) |
| MICROBIOLOGIST I (2) |
| RECYCLING ASSISTANT (10) |
| RENT ASSISTANCE SPECIALIST I (6) |
| VIROLOGIST I (2) (5) |
| WATER CHEMIST I (3) (5) |
| WATER MICROBIOLOGIST I (2) (3) |

- (1)
- (2) Recruitment up to \$1,768.96 (\$45,992.96) 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 \$1,923.73 (\$50,016.98) 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, 2014: \$1,390.91 to \$1,539.19.
- (5) Recruitment is at \$1,561.53 (\$40,599.78).
- (6) Recruitment is at \$1,636.11 (\$42,538.86).
- (7) Recruitment is at \$1,575.25 (\$40,956.50) and may be up to \$1,675.25 (\$43,556.50) with the approval of the Department of Employee Relations.

- (8)
- (9) Recruitment is at \$1,455.01 (\$37,830.26).
- (10) Recruitment is at \$1,632.15 (\$42,435.90).

Pay Range 2BN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.99 | 25.19 |
| Biweekly | 1,439.44 | 2,015.04 |
| Annual | 37,425.44 | 52,391.04 |

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| ADMINISTRATIVE SERVICES SPECIALIST (1) |
| EXECUTIVE ADMINISTRATIVE ASSISTANT I |
| GRAPHIC DESIGNER II (4) (5) |
| LIBRARY YOUTH EDUCATOR (3) |
| OFFICE SUPERVISOR I |
| PENSION SPECIALIST |
| PUBLIC HEALTH EDUCATOR I (3) |
| REAL ESTATE COORDINATOR I (2) |

- (1) For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to \$1,473.98 with the approval of the Department of Employee Relations.
- (2) Recruitment is at \$1,731.26 (\$45,012.76).
- (3) Recruitment is at \$1,577.90 (\$41,025.40).
- (4) Recruitment is at \$1,682.03 (\$43,732.78).
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,607.50 to \$1,827.62 (\$41,795.00 to \$47,518.12).

Pay Range 2CN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.17 | 26.84 |
| Biweekly | 1,533.87 | 2,147.11 |
| Annual | 39,880.62 | 55,824.86 |

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| ACCOUNTANT I (1) (6) (10) |
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|---------------------------------------|
| ADMINISTRATIVE SPECIALIST |
| BUILDING MAINTENANCE SUPERVISOR I |
| BUILDING SERVICES SUPERVISOR |
| CLAIMS ADJUSTER |
| DISABILITY SPECIALIST |
| DOCUMENT SERVICES SUPERVISOR |
| BUSINESS ANALYST |
| EXECUTIVE ADMINISTRATIVE ASSISTANT II |
| HEALTH INFORMATION SPECIALIST (2) (7) |
| LEGISLATIVE ASSISTANT (3) |
| LIBRARIAN II (6) |
| MEDIA SPECIALIST (9) |
| NETWORK COORDINATOR - ASSISTANT |
| OFFICE SUPERVISOR II |
| PUBLIC HEALTH EDUCATOR II (7) |
| PURCHASING AGENT |
| RENT ASSISTANCE INSPECTOR (4) (9) |
| RENT ASSISTANCE SPECIALIST II (9) |
| SAFETY SPECIALIST |
| WATER CHEMIST II (5) (8) |

- (1) One position held by Diane Kronberg shall be paid the following biweekly rates: \$1,586.35 to \$2,220.57.
- (2) Recruitment may be up to \$2,025.15 (\$52,653.90) with the approval of DER.
- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.
- (4) One position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates: \$1,586.35 to \$2,220.57.
- (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 \$2,114.60 (\$54,979.60). 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 \$1,782.59 (\$46,347.34).
- (7) Recruitment is at \$1,748.96 (\$45,472.96).
- (8) Recruitment is at \$1,810.00 (\$47,060.00).
- (9) Recruitment is at \$1,731.26 (\$45,012.76).
- (10) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2013: \$1,703.60 to \$1,952.81 (\$44,293.60 to \$50,773.06).

Pay Range 2DN
 Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.43 | 28.60 |
| Biweekly | 1,634.62 | 2,288.33 |
| Annual | 42,500.12 | 59,496.58 |

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| ACCOUNTANT II (1) (18) |
| ANTI-GRAFFITI PROGRAM COORDINATOR |
| ASSOCIATE PLANNER (19) |
| BENEFITS SERVICES SPECIALIST III (20) |
| BUDGET AND MANAGEMENT ANALYST |
| BUSINESS SERVICES SPECIALIST (4) (5) (20) |
| BUSINESS SERVICES SPECIALIST-NSP (20) |
| CHEMIST II (6) |
| CREDIT SERVICES SPECIALIST (17) (21) |
| ELECTION SERVICES SPECIALIST (20) |
| ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (15) |
| ENVIRONMENTAL HYGIENIST (22) |
| GEOGRAPHIC INFORMATION SPECIALIST (19) |
| HEALTH AND SAFETY SPECIALIST |
| HOUSING PROGRAM SPECIALIST (4) (20) |
| HOUSING SERVICES SPECIALIST (18) |
| HUMAN RESOURCES ANALYST |
| INVENTORY SUPERVISOR |
| LABOR RELATIONS ANALYST |
| LEAD PROGRAM INFORMATION SPECIALIST (19) |
| LEAD RISK ASSESSOR III (8) (19) |
| LIBRARIAN III (8) |
| LIBRARY EDUCATION OUTREACH SPECIALIST (23) |
| LIBRARY VOLUNTEER COORDINATOR |
| MANAGEMENT SERVICES SPECIALIST |
| MICROBIOLOGIST II (6) |
| NUTRITIONIST (2) (3) |
| PENSION SPECIALIST - SENIOR |

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| PERSONNEL ANALYST |
| PROPERTY APPRAISER (24)(25)(26)(27) |
| PROPERTY MANAGER (20) |
| PUBLIC HEALTH NURSE (9) (10) (11) |
| PUBLIC HEALTH SOCIAL WORKER (2) |
| REAL ESTATE COORDINATOR II (20) |
| RENT ASSISTANCE COORDINATOR (3) |
| RENT ASSISTANCE SPECIALIST III (4) (20) |
| SPECIAL CODE ENFORCEMENT INSPECTOR (12) (13) (14) |
| TEST ADMINISTRATION COORDINATOR |
| VIROLOGIST II (6) |
| WATER MICROBIOLOGIST II (3) (16) |

- (1) Position held by Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,586.35 to \$2,220.57.
- (2) Minimum recruitment is at \$1,811.34 and may be up to \$1,950.62 with the approval of DER.
- (3) Recruitment is at \$1,830.32 (\$47,588.32).
- (4) Positions held by Rebeca Delgado, Donna Miller, Lou Williams, Wanda Williford, and Judy Lathon-Carson (DCD) shall be paid the following biweekly rates: \$1,690.56 to \$2,366.62.
- (5) Position held by Joan Rossetti (DPW-Administration) shall be paid the following biweekly rates: \$1,802.13 to \$2,522.97.
- (6) Recruitment is at \$1,830.32 (\$47,588.32) and may be up to \$2,219.52 (\$57,707.52) with the approval of DER.
- (7) 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 \$2,183.52 shall advance to \$2,205.35.
- (8) Recruitment is at \$1,940.44 (\$50,451.44) and may be up to \$2,130.05 (\$55,381.30) with the approval of DER.
- (9) The City shall pay a premium of \$45.00 biweekly for Public Health Nurses assigned on a full-time basis with full responsibilities to one of the following job assignments: Health Center Coordinator, Charge Nurse/STD Clinic, Charge Nurse/TB, Lead (Pb) Program Coordinator, Charge Nurse/Staff Development Unit, Charge Nurse/Family Health Clinic, Charge Nurse/WIC, Health Information Coordinator, Immunization Coordinator, PHN Coordinator-HIV Women's Program and PHN Coordinator-Adolescent School Health (ASHP). Effective Pay Period 25, 2003, Public Health Nurses assigned on a full-time basis with full responsibilities to the job assignment of PHN Coordinator-Adolescent School Health (ASHP) shall also be eligible for the \$45 biweekly premium.
- (10) A Public Health Nurse shall be eligible to receive an additional thirty (\$30) dollars biweekly special Attainment Pay provided they meet one or more of the following criteria and have provided the department with the appropriate documentation:
 - a) A nurse has a Master's Degree of Nursing approved by the National League of Nursing (NLN) and has submitted the diploma verifying such degree to the Public Health Nurse Manager.
 - b) A nurse has an American Nurses' Association (ANA) certification in Community Health Nurse, Adult Nurse Practitioner, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontological Nurse Practitioner or a National Certification Corporation (NCC) certification as a Women's Health Care Nurse Practitioner and has submitted the certificate to the Public Health Nurse Manager or an American Nurses Credentialing Center (ANCC) certification as a Psych/Mental Health Nurse or an AIDS Certified Registered Nurse (ACRN) certification by the HIV/AIDS Nursing Certification Board (HANCB).
 - c) A nurse has a Department of Public Instruction Certification and has submitted the certificate to the Public Health Nurse Manager. A nurse who does not maintain his/her certification under one of the criteria listed above, shall not be eligible to continue to receive Special Attainment Pay unless he/she maintains eligibility by meeting

- another specified criterion above. A nurse who satisfies more than one criterion shall not receive more than one Special Attainment Pay of \$30 biweekly. A nurse appointed prior to June 21, 1981, who does not have a BSN degree as of January 1, 1989, but who has an American Nurses' Association Certification approved by the Public Health Nurse Manager shall be deemed to qualify for this special attainment pay.
- (11) Recruitment shall be from \$1,814.50 (\$47,177.00) up to \$2,040.16 (\$53,044.16) subject to applicable experience under criteria established by the City. In addition, recruitment may be up to \$1,886.79 (\$49,056.54) based upon market conditions as determined by the City. Employee Represented by Staff Nurses to be paid at these rates: \$1,814.50 - \$2,226.48.
- (12) The fifth increment shall be \$2,250.40 for employees in these classifications.
- (13) Employees in these job classifications who complete at least one year of service at the \$2,250.40 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: \$2,272.91 provided the employee attains and maintains one of the above certifications;
 - b) Increment Two: \$2,295.40 provided the employee attains and maintains two of the above certifications;
 - c) Increment Three: \$2,317.93 provided the employee attains and maintains all three of the above certifications.
- (14) Employees in these job classifications who are not at \$2,080.49 and who attain and maintain all three of the certifications specified in footnote (13) shall advance one additional increment. After such employees advance to \$2,080.49, such employees shall advance as outlined in footnote (13).
- (15) Minimum recruitment is at \$1,830.14 and may be up to \$1,969.04 with the approval of DER.
- (16) 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 \$1,923.73. The employee must maintain the certification to retain the extra increment.
- (17) Employees in these classifications shall be eligible for the following three additional M-Steps provided that the following criteria are met:
- | | | |
|----------|------------|---|
| M-Step 1 | \$2,052.23 | 30 credits only OR 8 years of service and 15 credits |
| M-Step 2 | \$2,113.79 | 45 credits only OR 10 years of service and 25 credits |
| M-Step 3 | \$2,177.23 | 60 credits only OR 12 years of service and 40 credits |
- (18) Recruitment is at \$1,811.34 (\$47,094.84).
- (19) Recruitment is at \$1,837.67 (\$47,779.42).
- (20) Recruitment is at \$1,782.59 (\$46,347.34).
- (21) Recruitment is at \$1,731.26 (\$45,012.76).
- (22) Recruitment is at \$1,897.83 (\$49,343.58).
- (23) Recruitment is at \$1,940.44 (\$50,451.44).
- (24) Recruitment is at \$1,906.46 (\$49,567.96). Employees will advance to the next rate in the following range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: \$1,906.46, \$2,026.10, \$2,153.25, \$2,288.38. Recruitment at any increment in the range based upon credentials with the approval of Employee Relations.;
- (25) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.;
- (26) 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 credentials up to and including the new increment within the probationary period. If the required credentials are not demonstrated, the employee will be demoted to the previous title and rate of pay.;
- (27) An employee designated as a "Project Leader" by the Commissioner of Assessments will receive

an additional 5% while performing those functions.

Pay Range 2EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.78 | 30.49 |
| Biweekly | 1,742.53 | 2,439.48 |
| Annual | 45,305.78 | 63,426.48 |

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| ARCHITECTURAL DESIGNER I (1) |
| CIVIL ENGINEER I (1) |
| ELECTRICAL ENGINEER I (1) |
| ENVIRONMENTAL RISK OFFICER (12) (13) (14) |
| FIRE PROTECTION ENGINEER |
| HOUSING REHABILITATION SPECIALIST (2) (6) |
| INVESTIGATOR/ADJUSTER (3) (7) |
| IT SUPPORT SPECIALIST (5)(8) |
| LEAD WATER CHEMIST (9) |
| MECHANICAL ENGINEER I (1) |
| MEDIA PRODUCER (10) |
| NETWORK ANALYST - ASSISTANT (4) |
| NETWORK SERVICES COORDINATOR-SENIOR (8) |
| PLAN EXAMINER SPECIALIST (15) |
| SPECIAL ENFORCEMENT INSPECTOR (11) (13) (14) |
| TRAFFIC CONTROL ENGINEER I (1) |

- (1) Recruitment is at \$1,975.30 and may be up to \$2,245.10 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 \$1,921.02 to \$2,689.57.
- (3) Position held by Steve Carini shall be paid the following biweekly rates: \$1,802.13 to \$2,522.97.
- (4) Recruitment is at \$1,950.62 and may be up to \$2,102.69 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: \$1,802.13 to \$2,522.97.
- (6) Recruitment is at \$1,989.04 (\$51,715.04).
- (7) Recruitment is at \$2,028.83 (\$52,749.58).
- (8) Recruitment is at \$1,950.62 (\$50,716.12).
- (9) Recruitment is at \$2,114.60 (\$54,979.60).
- (10) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the

following range effective Pay Period 14, 2014: \$1,925.13 to \$2,474.58.

- (11) Recruitment is at \$2,028.83 (\$52,749.58) 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: \$2,028.83, \$2,169.00, \$2,244.55, \$2,313.33, \$2,382.75.
- (12) Recruitment is at \$1,897.83 (\$49,343.58). 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: \$1,897.83, \$2,053.02, \$2,166.94, \$2,208.27, \$2,272.88, \$2,382.75.
- (13) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
- (14) 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 core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.
- (15) Recruitment rate is at \$1,897.83 (\$49,343.58).

Pay Range 2EX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.78 | 30.49 |
| Biweekly | 1,742.53 | 2,439.48 |
| Annual | 45,305.78 | 63,426.48 |

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| ADMINISTRATIVE SPECIALIST - SENIOR |
| AUDITOR - SENIOR |
| BENEFIT SERVICES ANALYST |
| CLAIMS ADJUSTER - SENIOR |
| COMMUNITY OUTREACH LIAISON |
| DISABILITY SPECIALIST - SENIOR |
| BUSINESS ANALYST - SENIOR |
| EMPLOYEE ASSISTANCE COORDINATOR |
| FISCAL REVIEW ANALYST ASSOCIATE |
| HEALTH PROJECT COORDINATOR - EMERGENCY PREPAREDNESS |
| HEALTH PROJECT COORDINATOR - ACHP |
| HEALTH PROJECT COORDINATOR - CHILDHOOD WELLNESS |
| HEALTH PROJECT COORDINATOR - IMMUNIZATIONS |
| HEALTH PROJECT COORDINATOR - MILWAUKEE COMPREHENSIVE HOME VISITING PROGRAM |

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|--|
| HEALTH PROJECT COORDINATOR - PLAIN TALK |
| HEALTH PROJECT COORDINATOR - TOBACCO AND MEN'S |
| HEALTH PROJECT COORDINATOR - VIOLENCE PREVENTION |
| LEGISLATIVE FISCAL ANALYST - ASSOCIATE |
| MANAGEMENT ACCOUNTANT - SENIOR |
| MANAGEMENT TRAINEE (2) |
| NETWORK COORDINATOR ASSOCIATE |
| PROJECT COORDINATOR - BIG |
| PURCHASING AGENT - SENIOR |
| SAFETY SPECIALIST - SENIOR (1) |
| SYSTEMS ANALYST - ASSISTANT |
| TELECOMMUNICATIONS ANALYST - ASSISTANT |

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) Incumbents are limited to the minimum of the pay range.

Pay Range 2FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.21 | 32.51 |
| Biweekly | 1,856.96 | 2,600.60 |
| Annual | 48,280.96 | 67,615.60 |

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| CHEMIST III (1) |
| CONSUMER ENVIRONMENTAL HEALTH COORDINATOR (4) |
| MICROBIOLOGIST III (1) |
| PARKING OPERATIONS COORDINATOR (2) |
| SENIOR PLANNER (3) |
| SENIOR PLANNER - ARCHITECTURAL DESIGN (3) |
| VIROLOGIST III (1) |

- (1) Minimum recruitment is at \$2,113.16 and may be up to \$2,567.73 with the approval of DER.
- (2) Recruitment is at \$2,151.34 (\$55,934.84).
- (3) Recruitment is at \$2,152.44 (\$55,963.44).
- (4) Recruitment is at \$2,039.79 (\$53,034.54).

Pay Range 2FX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.22 | 32.51 |
| Biweekly | 1,857.47 | 2,600.60 |
| Annual | 48,294.22 | 67,615.60 |

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| BUDGET AND MANAGEMENT ANALYST-SENIOR |
| BUSINESS OPERATIONS ANALYST |
| CERTIFICATION AND COMMUNICATIONS COORDINATOR |
| CLAIMS ADJUSTER SPECIALIST |
| DPW INVENTORY AND PURCHASING COORDINATOR |
| ECOCULTURAL FAMILY INTERVIEW PROGRAM COORDINATOR |
| EMERGENCY PREPAREDNESS COORDINATOR-WORKFORCE DEVELOPMENT |
| EVENTS AND OUTREACH COORDINATOR |
| HEALTH PROJECT COORDINATOR-PUBLIC HEALTH SURVEILLANCE |
| HUMAN RESOURCES ANALYST-SENIOR |
| INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR |
| LABOR RELATIONS ANALYST-SENIOR |
| LEAD PROJECT COORDINATOR (CDBG) |
| LEAD PROJECT COORDINATOR (LDG) |
| LIBRARIAN IV (1) |
| MANAGEMENT ACCOUNTING SPECIALIST |
| NUTRITIONIST COORDINATOR |
| PERMITS AND COMMUNICATIONS SPECIALIST |
| PERSONNEL ANALYST-SENIOR |
| PROCUREMENT SPECIALIST |
| RENTAL REHABILITATION SPECIALIST |
| RESEARCH AND POLICY ANALYST |
| RECRUITER |
| TELECOMMUNICATIONS SPECIALIST |
| TOBACCO CONTROL PROGRAM COORDINATOR |

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| TRADE DEVELOPMENT REPRESENTATIVE |
| WATER CLAIMS SPECIALIST |
| WATER MARKETING SPECIALIST |

(1) Recruitment is at \$1,967.32 (\$51,150.32).

Pay Range 2GN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.74 | 34.65 |
| Biweekly | 1,979.57 | 2,771.65 |
| Annual | 51,468.82 | 72,062.90 |

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| ARCHITECTURAL DESIGNER II (4) |
| AUTOMATED SYSTEMS SPECIALIST (5) |
| CIVIL ENGINEER II (4) |
| CRIME ANALYST (1) |
| ELECTRICAL ENGINEER II (4) |
| FIRE PROTECTION ENGINEER II (4) |
| GIS ANALYST (5) |
| IT SUPPORT SPECIALIST-SENIOR (5) |
| LANDSCAPE ARCHITECT |
| MECHANICAL ENGINEER II (4) |
| NETWORK ANALYST-ASSOCIATE (3) |
| NURSE PRACTITIONER-STD/HIV PROGRAM (2) |
| PROGRAMMER ANALYST (3) |
| TRAFFIC CONTROL ENGINEER II (4) |
| WATER QUALITY ANALYST (5) |
| ZONING AND DEVELOPMENT COORDINATOR (4) |

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$2,086.58 to \$2,534.39. Recruitment may be up to \$2,426.79 (\$63,096.54) with the approval of DER and the Chair of the Committee on Finance & Personnel.
- (2) Recruitment is at \$2,214.30 (\$57,571.80).
- (3) Recruitment is at \$2,183.34 and may be up to \$2,313.75 with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at \$2,245.10 (\$58,372.60).

(5) Recruitment is at \$2,183.34 (\$56,766.84).

Pay Range 2GX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 24.74 | 34.65 |
| Biweekly | 1,979.57 | 2,771.65 |
| Annual | 51,468.82 | 72,062.90 |

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| ACCOUNTANT III |
| ACCOUNTING SPECIALIST (2) |
| AUDITOR (2) |
| BUDGET AND MANAGEMENT ANALYST-LEAD |
| COMPLIANCE ANALYST |
| COMPTROLLER NETWORK ANALYST (2) |
| CONTRACT COMPLIANCE OFFICER |
| DATABASE ASSOCIATE |
| ECONOMIC DEVELOPMENT SPECIALIST |
| ENVIRONMENTAL POLICY ANALYST |
| FINANCIAL SYSTEMS ANALYST |
| GIS DEVELOPER |
| GRANT MONITOR |
| GRANT MONITOR-HOMELAND SECURITY |
| HEALTH AND SAFETY OFFICER |
| INTERNET SERVICES COORDINATOR |
| INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (3) |
| LEGISLATIVE FISCAL ANALYST-SENIOR |
| MAIG REGIONAL COORDINATOR |
| MANAGEMENT AND ACCOUNTING OFFICER |
| NEIGHBORHOOD DEVELOPMENT SPEICALIST |
| NETWORK COORDINATOR-SENIOR (1) |
| PARKING CITATION REVIEW MANAGER |
| PENSION ACCOUNTING SPECIALIST |
| PROGRAM MANAGER |

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| REAL ESTATE SPECIALIST |
| REVENUE AND FINANCIAL SERVICES ASSISTANT |
| STAFF ASSISTANT |
| TELECOMMUNICATIONS ANALYST-ASSOCIATE |
| UTILITIES SERVICES LIAISON |

- (1) One position held by Kimberly Berry to be paid rates consistent with Pay Range 2IN.
- (2) Positions held by Peter Mensah-Brown, Estela Prust, Teresita Santos, and Deborah Damask to be paid at \$2,806.38 biweekly.
- (3) Recruitment is at \$2,314.33 (\$60,172.58).

Pay Range 2HN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

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| FACILITIES CONSTRUCTION PROJECT COORDINATOR (4) |
| FACILITIES MAINTENANCE COORDINATOR (4) |
| IT SUPPORT SPECIALIST-LEAD (5) |
| LABORATORY INFORMATION SYSTEMS SPECIALIST (6) |
| LEAD MICROBIOLOGIST (6) |
| MECHANICAL PLAN EXAMINER II (7) (12) |
| NETWORK ANALYST-SENIOR (1) (8) |
| PLAN EXAMINER II (7) |
| SENIOR PROPERTY APPRAISER (2) (3) (9)(10)(11) |

- (1) Recruitment is at \$2,444.96 and may be up to \$2,651.90 with the approval of the DER and the Chair of the Committee on Finance and Personnel.
- (2) Recruitment is at \$2,431.99 (\$63,231.74). Employees will advance to the next rate in the following range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: \$2,431.99, \$2,584.61, \$2,746.81, \$2,919.18. Recruitment at any increment in the range based upon credentials with the approval of Employee Relations.
- (3) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
- (4) Recruitment is at \$2,445.18 (\$63,574.68).
- (5) Recruitment is at \$2,444.96 (\$63,568.96).
- (6) Recruitment is at \$2,359.85 (\$61,356.10).

- (7) Recruitment is at \$2,193.20 (\$57,023.20).
- (8) One position held by Kevin Cingatura to be paid \$2,970.82 biweekly.
- (9) 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 credentials up to and including the new increment within the probationary period. If the required credentials are not demonstrated, the employee will be demoted to the previous title and rate of pay.;
- (10) An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% while performing those functions.
- (11) An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: \$3,065.15, \$3,218.41.
- (12) Employees in this classification shall continue to be paid rates effective Pay Period 14, 2013 (June 23, 2013).

Pay Range 2HX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 26.38 | 36.93 |
| Biweekly | 2,110.18 | 2,954.08 |
| Annual | 54,864.68 | 76,806.08 |

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| ACCOUNTING SUPERVISOR |
| AUDITOR LEAD |
| BUSINESS SUPPORT LIAISON |
| BUDGET AND POLICY SPECIALIST |
| CITY PAYROLL SPECIALIST |
| CONDEMNATION PROGRAM COORDINATOR |
| DATA COMMUNICATIONS SPECIALIST |
| DCD ACCOUNTING SPECIALIST |
| FIRE AND POLICE COMMISSION INVESTIGATOR/AUDITOR |
| FUNCTIONAL APPLICATIONS ANALYST (2) |
| HEALTH PERSONNEL OFFICER (3) |
| HEALTHCARE OUTREACH COORDINATOR |
| HUMAN RESOURCES REPRESENTATIVE |
| LABOR RELATIONS REPRESENTATIVE |
| LEGISLATIVE FISCAL ANALYST-LEAD |

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| MANAGEMENT SERVICES ANALYST |
| MANAGER OF NURSING PRACTICE |
| PRINCIPAL PLANNER |
| PROPERTY MANAGEMENT PROGRAM COORDINATOR |
| STAFF ASSISTANT TO THE MAYOR-SENIOR |
| STAFF ASSISTANT-COMMON COUNCIL PRESIDENT |
| SYSTEMS COORDINATOR |
| TRADE DEVELOPMENT REPRESENTATIVE-SENIOR |
| WATER INFORMATION SYSTEMS SECURITY MANAGER |
| WATER SECURITY MANAGER (1) |

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to \$2,329.60 with the approval of DER.
- (3) Appointment of Barbara Henry is authorized at the rate of \$2,870.42 biweekly.

Pay Range 2IN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.11 | 39.35 |
| Biweekly | 2,248.55 | 3,147.86 |
| Annual | 58,462.30 | 81,844.36 |

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|--|
| ARCHITECT III (2) |
| BICYCLE AND PEDESTRIAN COORDINATOR (2) |
| CIVIL ENGINEER III (2) |
| ELECTRICAL ENGINEER III (2) |
| ENGINEERING TECHNICIAN VI (2) |
| FACILITIES PROJECT COORDINATOR (2) |
| MECHANICAL ENGINEER III (1) |
| TRAFFIC CONTROL ENGINEER III (2) |

- (1) Recruitment for one position of Mechanical Engineer III in the Department of City Development may be up to \$2,779.14 with the approval of DER.
- (2) Recruitment is at \$2,550.94 (\$66,324.44).

Pay Range 2IX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.11 | 39.35 |
| Biweekly | 2,248.55 | 3,147.86 |
| Annual | 58,462.30 | 81,844.36 |

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| ASSISTANT ACCOUNTING MANAGER |
| ASSISTANT CITY ATTORNEY I (3) |
| ASSISTANT CITY PAYROLL MANAGER |
| ASSISTANT GRANT FISCAL MANAGER |
| BUDGET AND MANAGEMENT SPECIALIST ASSISTANT |
| BUSINESS SYSTEMS COORDINATOR |
| COMMUNITY INFORMATION SERVICES COORDINATOR |
| ENGINEERING SYSTEMS ANALYST |
| ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR |
| EQUIPMENT ACQUISITION AND DISPATCH COORDINATOR (1) |
| ERS SYSTEMS ADMINISTRATOR (4) |
| FIRE PROTECTION ENGINEER III (4) (5) |
| FISCAL PLANNING SPECIALIST (2) |
| GIS DEVELOPER-SENIOR |
| GRANT BUDGET SPECIALIST (6) |
| INVESTMENTS AND FINANCIAL SERVICES COORDINATOR |
| LEGISLATIVE COORDINATOR |
| LIBRARY CONSTRUCTION PROJECT MANAGER (4) |
| NETWORK ADMINISTRATOR |
| NSP PROGRAM COORDINATOR |
| PROPERTY SYSTEMS ADMINISTRATOR |
| QUALITY ASSURANCE COORDINATOR (1) |
| STAFF ASSISTANT-SENIOR |
| SYSTEMS ANALYST-SENIOR |
| SYSTEMS SECURITY ADMINISTRATOR |
| TELECOMMUNICATIONS ANALYST-SENIOR |
| YOUTH DEVELOPMENT COORDINATOR |

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

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

- (2) Recruitment for one position in the DOA - Budget and Management Division authorized up to \$2,898.02 with the approval of DER.
- (3) Recruitment is at any rate in the Pay Range at the discretion of the City Attorney.
- (4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (5) Recruitment is at \$2,550.94 (\$66,324.44).
- (6) Appointment of Melissa Fulgenzi is authorized at the rate of \$3,061.85.

Pay Range 2JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.69 | 41.96 |
| Biweekly | 2,295.11 | 3,356.55 |
| Annual | 59,672.86 | 87,270.30 |

| |
|--------------------------------------|
| MECHANICAL PLAN EXAMINER III (1) (3) |
| PLAN EXAMINER III (1) (2) |

- (1) Recruitment is at \$2,550.94 (\$66,324.44).
- (2) Recruitment may be up to \$2,902.71 with the approval of DER.
- (3) Employees in this classification shall continue to be paid rates effective Pay Period 14, 2013 (June 23, 2013).

Pay Range 2JX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.97 | 41.96 |
| Biweekly | 2,397.63 | 3,356.55 |
| Annual | 62,338.38 | 87,270.30 |

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| COMMUNITY RELATIONS MANAGER |
| DATABASE ANALYST |
| ECONOMIC DEVELOPMENT MARKETING MANAGER |
| FUNCTIONAL APPLICATIONS ANALYST-SENIOR |
| GRANT COMPLIANCE MANAGER |
| HUMAN RESOURCES COMPLIANCE OFFICER |

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| INFORMATION SYSTEMS AUDITOR |
| LABOR RELATIONS OFFICER |
| MARKETING AND COMMUNICATIONS OFFICER |
| MAYOR'S LIAISON OFFICER |
| PORT FINANCE OFFICER |
| PUBLIC RELATIONS MANAGER |
| RESEARCH SERVICES SPECIALIST |
| RESOURCE RECOVERY PROGRAM MANAGER (1) |
| STAFF ASSISTANT MANAGER |
| STRATEGIC DEVELOPMENT MANAGER |
| SYSTEMS ANALYST-LEAD |
| VIOLENCE PREVENTION RESEARCH COORDINATOR |

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

Pay Range 2KX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.94 | 44.72 |
| Biweekly | 2,555.18 | 3,577.30 |
| Annual | 66,434.68 | 93,009.80 |

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| ARCHITECT IV (1) (2) |
| CIVIL ENGINEER IV (1) (2) |
| COMMUNITY HEALTH SERVICES OFFICER |
| DATA SERVICES MANAGER |
| FISCAL AND RISK MANAGER |
| FISCAL PLANNING SPECIALIST-SENIOR |
| PENSION INVESTMENT ANALYST ASSOCIATE (3) (4) |
| LEGISLATIVE COORDINATOR-SENIOR |
| LONG RANGE PLANNING MANAGER |
| SPECIAL ASSISTANT TO MAYOR |
| TELECOMMUNICATIONS ENGINEER |

- (1) Recruitment is at \$2,900.31 (\$75,408.06).
- (2) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12 hour differential as described in Part II of the Salary Ordinance.
- (3) Recruitment may be at any rate in the pay range.
- (4) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.

Pay Range 2LX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.05 | 47.67 |
| Biweekly | 2,724.12 | 3,813.63 |
| Annual | 70,827.12 | 99,154.38 |

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| BUDGET AND POLICY MANAGER |
| CITY ECONOMIST |
| ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER |
| FMIS PROJECT MANAGER |
| INFORMATION SYSTEMS MANAGER-MILWAUKEE POLICE DEPARTMENT |
| INFORMATION TECHNOLOGY MANAGER-MILWAUKEE FIRE DEPARTMENT |
| LEGISLATIVE FISCAL MANAGER |
| POLICE FINANCE AND PLANNING MANAGER (1) |
| POLICY AND ADMINISTRATION MANAGER |
| SYSTEMS ANALYST-PROJECT LEADER |
| TELECOMMUNICATIONS ANALYST PROJECT LEADER (2) |

- (1) Position to be studied when vacant.
- (2) Recruitment is authorized up to \$3,029.19 with the approval of DER.

Pay Range 2MX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 36.29 | 50.80 |
| Biweekly | 2,903.01 | 4,064.20 |
| Annual | 75,478.26 | 105,669.20 |

| |
|------------------------------------|
| ASSISTANT CITY ATTORNEY II (1) |
| HOUSING OUTREACH DIRECTOR |
| HOUSING POLICY DIRECTOR |
| LEGISLATIVE FISCAL MANAGER-SENIOR |
| PENSION INVESTMENT ANALYST (2) (3) |
| PUBLIC DEBT SPECIALIST |

- (1) Recruitment is at any rate in the Pay Range at the discretion of the City Attorney.
- (2) Recruitment may be at any rate in the pay range.
- (3) Compensation may be at any rate in the pay range upon approval of the Employes' Retirement System-Executive Director and the Annuity and Pension Board.

Pay Range 2NX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 38.67 | 54.15 |
| Biweekly | 3,093.92 | 4,331.80 |
| Annual | 80,441.92 | 112,626.80 |

Pay Range 2OX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 41.23 | 57.72 |
| Biweekly | 3,298.35 | 4,617.84 |
| Annual | 85,757.10 | 120,063.84 |

| |
|---|
| PENSION INVESTMENT ANALYST SENIOR (1) (2) |
|---|

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range upon approval of the Employes' Retirement System - Executive Director and the Annuity and Pension Board.

Pay Range 2PX

Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 43.94 | 61.52 |
|--------|-------|-------|

| | | |
|-----------------|-----------------|-----------------|
| Biweekly | 3,515.53 | 4,921.61 |
| Annual | 91,403.78 | 127,961.86 |

Pay Range 2QX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 46.84 | 65.57 |
| Biweekly | 3,746.94 | 5,245.97 |
| Annual | 97,420.44 | 136,395.22 |

ASSISTANT CITY ATTORNEY III (1)

(1) Recruitment is at any rate up to \$5,039.40 at the discretion of the City Attorney.

SECTION 3: TECHNICIANS

Pay Range 3AN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 12.92 | 13.80 |
| Biweekly | 1,033.65 | 1,103.87 |
| Annual | 26,874.90 | 28,700.62 |

CODE ENFORCEMENT INTERN

Pay Range 3BN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 15.91 | 19.22 |
| Biweekly | 1,273.15 | 1,537.30 |

| | | |
|--------|-----------|-----------|
| Annual | 33,101.90 | 39,969.80 |
|--------|-----------|-----------|

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| COMPUTER OPERATOR I (2) |
| DRAFTING TECHNICIAN I |
| ENGINEERING DRAFTING TECHNICIAN I |
| ENGINEERING TECHNICIAN I |
| GEOGRAPHIC INFORMATION TECHNICIAN I |
| MICROFILM TECHNICIAN I (1) |
| NUISANCE CONTROL OFFICER I (2) (3) |
| SANITATION INSPECTOR (4) |
| TELEVISION PRODUCTION SPECIALIST I (2) |

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,305.77 to \$1,435.49 (\$33,950.02 to \$37,322.74).
- (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: \$1,572.22
 Two increments: \$1,610.13
- (3) Employees in this classification may be eligible for an additional 6th increment of \$1,572.22.
- (4) Recruitment is at \$1,394.31 (\$36,252.06).
- (5)

**Pay Range 3CN
 Official Rate Biweekly**

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.01 | 20.36 |
| Biweekly | 1,440.63 | 1,628.85 |
| Annual | 37,456.38 | 42,350.10 |

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|--------------------------|
| COMPUTER OPERATOR II (1) |
| DOCUMENT TECHNICIAN |
| PRODUCTION TECHNICIAN |

- (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: \$1,651.23
- Two increments: \$1,696.55
- Three increments: \$1,745.79

Pay Range 3DN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.29 | 21.35 |
| Biweekly | 1,463.16 | 1,707.66 |
| Annual | 38,042.16 | 44,399.16 |

| |
|-------------------------------|
| MEDICAL LABORATORY TECHNICIAN |
| PARKING METER TECHNICIAN (1) |

(1) Recruitment at is \$1,544.61 (\$40,159.86).

Pay Range 3EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.85 | 21.82 |
| Biweekly | 1,427.94 | 1,745.79 |
| Annual | 37,126.44 | 45,390.54 |

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|-------------------------------------|
| COMPUTER OPERATOR III (2) |
| NUISANCE CONTROL OFFICER II (3) |
| PROGRAMMER I (1) |
| TELEVISION PRODUCTION SPECIALIST II |

- (1) Recruitment may be up to \$1,636.11 with the approval of the Department of Employee Relations.
- (2) Recruitment is at \$1,561.53 (\$40,599.78).
- (3) Recruitment is at \$1,521.77 (\$39,566.02).

Pay Range 3FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.51 | 22.68 |
| Biweekly | 1,481.08 | 1,814.25 |
| Annual | 38,508.08 | 47,170.50 |

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|--------------------------------------|
| DRAFTING TECHNICIAN II |
| ENGINEERING DRAFTING TECHNICIAN II |
| ENGINEERING TECHNICIAN II (1) |
| GEOGRAPHIC INFORMATION TECHNICIAN II |
| HELPDESK SPECIALIST I (3) (4) |
| MAINTENANCE TECHNICIAN I (2) (5) |

- (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 \$1,614.44 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 \$1,668.04 30 credits
 - M-2 \$1,814.25 35 credits
- Employees who advance or have advanced to \$1,614.44 upon completion of three years of service at that increment will be eligible for the next increment of \$ 1,668.04 and at the end of three more years, will be eligible for the next increment of \$1,814.25 in lieu of the college credit requirement noted above.
- (2) Recruitment is at \$1,603.83 (\$41,699.58).
- (3) Recruitment is at \$1,595.65 (\$41,486.90).
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,524.94 to \$1,717.44.
- (5) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting."

Pay Range 3GN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.48 | 23.20 |
| Biweekly | 1,558.30 | 1,855.70 |
| Annual | 40,515.80 | 48,248.20 |

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|----------------------------------|
| CODE ENFORCEMENT INSPECTOR I (7) |
| COMPUTER SCHEDULER (7) |

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| INFORMATION TECHNOLOGY SPECIALIST |
| LEAD RISK ASSESSOR I (1) (7) |
| MAINTENANCE TECHNICIAN II (3) (8) (10)(11) |
| PARKING METER TECHNICIAN-LEAD (9) |
| RADIOLOGIC TECHNOLOGIST (2) (7) |
| URBAN FORESTRY INSPECTOR (7) |
| WATER TREATMENT PLANT OPERATOR (4) (5) (6) |

- (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 \$1,852.17 shall advance to a \$1,870.70 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 \$1,852.17 shall advance to \$1,870.70.
- (2) Recruitment up to \$1,731.26 with the approval of DER.
- (3) Recruitment at \$1,718.21 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 \$1,791.04 are eligible for an additional increment of \$1,855.48.
- (5) Recruitment is at \$1,603.83.
- (6) An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was paid at \$ 1,800.85 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 \$1,855.48.
- (7) Recruitment is at \$1,636.11 (\$42,538.86).
- (8) Recruitment is at \$1,635.96 (\$42,534.96).
- (9) Recruitment is at \$1,649.23 (\$42,879.98).
- (10)The premium rate received by employees when assigned to supervisory duties for a full shift in the Police Department shall be one dollar (\$1.00) per hour.
- (11)Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.

Pay Range 3HN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.03 | 24.35 |
| Biweekly | 1,682.03 | 1,948.03 |
| Annual | 43,732.78 | 50,648.78 |

| |
|-------------------------------|
| FORESTRY INSPECTOR I |
| INSPECTOR, DOCKS AND DREDGING |

| |
|-------------------------------------|
| MAINTENANCE TECHNICIAN III (1) (4) |
| PUBLIC WORKS INSPECTOR I (2) |
| SEWER MAINTENANCE SCHEDULER (3) (5) |

- (1) Recruitment is at \$1,709.95 (\$44,458.70).
- (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 \$1,699.57 (\$44,188.82).
- (4) An employee given a promotional emergency or temporary appointment to this position to be paid at these rates: \$1,709.95, \$1,760.11, \$1,813.26, \$1,870.94, \$1,870.94, \$1,948.03. 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.
- (5) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,699.57, \$1,745.52, \$1,794.72, \$1,846.04, \$1,915.79. 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

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.82 | 24.87 |
| Biweekly | 1,665.30 | 1,989.77 |
| Annual | 43,297.80 | 51,734.02 |

| |
|--------------------------------|
| ASSESSMENT TECHNICIAN I |
| HELPDESK SPECIALIST II (1) (2) |

- (1) Recruitment is at \$1,731.26 (\$45,012.76).
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,654.55 to \$1,889.62.

Pay Range 3JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.64 | 25.66 |
| Biweekly | 1,731.26 | 2,053.02 |
| Annual | 45,012.76 | 53,378.52 |

| |
|-----------------------------------|
| CODE ENFORCEMENT INSPECTOR II (1) |
| FORESTRY INSPECTOR II (3) (4) |
| HEALTHY HOMES INSPECTOR |
| LEAD RISK ASSESSOR II (2) |

- (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 \$2,053.02 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment:
 - a) Increment One: \$2,072.53 provided an employee attains and maintains one of above certifications;
Increment Two: \$2,092.01 provided an employee attains and maintains two of above certifications;
Increment Three: \$2,111.57 provided an employee attains and maintains all three of above certifications.
 - b) Employees not at \$2,053.02 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 \$2,053.02 shall advance to \$2,072.53.
(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 \$2,053.02 shall advance to \$2,072.53.
- (3) Employees who complete one year of service at \$1,977.23 shall be eligible for one "M-step" of \$2,052.23. 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.
- (4) For these classifications, the 5th increment of the pay range will be \$1,962.71.

Pay Range 3KN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.97 | 26.28 |
| Biweekly | 1,837.67 | 2,102.67 |
| Annual | 47,779.42 | 54,669.42 |

| |
|--|
| WATER PLANT INSTRUMENTATION SPECIALIST |
|--|

Pay Range 3LN
Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 21.64 | 27.22 |
|--------|-------|-------|

| | | |
|----------|---------------|---------------|
| Biweekly | 1,731. 26 | 2,177. 23 |
| Annual | 45,012 .76 | 56,607 .98 |

| |
|---|
| BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (4) |
| COMMERCIAL CODE ENFORCEMENT INSPECTOR (10) (11) (12) |
| ENVIRONMENTAL HEALTH SPECIALIST (13) |
| DRIVER TRAINING INSTRUCTOR (6) (9) |
| INSPECTION SPECIALIST (2) |
| PUBLIC WORKS INSPECTOR II (2) (3) (5) (7) (8) |
| RESIDENTIAL CODE ENFORCEMENT INSPECTOR (10) (11) (12) |

- (1) Employees in this classification who have completed one year of service at \$2,043.35 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 \$2,112.82 | Commercial Building Code certificate and either 30 credits or 8 years of service and fifteen credits |
| M-2 \$2,177.23 | 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 \$2,084.24 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, 2014 rates), provided that the following criteria is met:

| M-step | Criteria needed |
|----------------------|---|
| M-step 1: \$2,052.23 | 30 credits only or 8 years of service and 15 credits |
| M-step 2: \$2,113.79 | 45 credits only or 10 years of service and 25 credits |
| M-step 3: \$2,177.23 | 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 \$1,962.71.
 (4) Recruitment is at \$1,782.59 (46,347.34).
 (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 \$1,897.83 (\$49,343.58).
 (7) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.

- (8) 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 to eighty (\$80) dollars biweekly.
- (9) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,897.83, \$1,962.71, \$2,028.83, \$2,088.13, \$2,166.94. 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 \$1,636.11. 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: \$1,636.11, \$1,731.26, \$1,897.83, \$2,053.02, \$2,208.27, \$2,272.88.
- (11) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee’s prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
- (12) 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 core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.
- (13) Recruitment is at \$1,897.83 (\$49,343.58) and may be up to \$1,967.53 (\$51,155.78) with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner-Health of having attained the required skills, job performance and demonstrated competencies: \$1,897.83, \$1,967.53, \$2,039.79, \$2,114.71, \$2,192.37 and \$2,272.88.

An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

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 core competencies and certifications up to and including the new increment within the probationary period.

Pay Range 3MN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.83 | 28.92 |
| Biweekly | 1,826.53 | 2,313.77 |
| Annual | 47,489.78 | 60,158.02 |

| |
|---------------------------------|
| ELECTRONIC TECHNICIAN (1) (2) |
| VIDEO ELECTRONIC TECHNICIAN (2) |

- (1) Employees with a minimum of three years of relevant job experience may be appointed at \$1,942.50. Employees with a minimum of four years of relevant job experience may be appointed at \$2,036.59.

- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,852.80 to \$2,347.05.

Pay Range 3NN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.61 | 29.47 |
| Biweekly | 1,728.79 | 2,357.54 |
| Annual | 44,948.54 | 61,296.04 |

| |
|--|
| CONSTRUCTION COORDINATOR (1) (2) |
| DRAFTING TECHNICIAN IV (1) (2) |
| ENGINEERING DRAFTING TECHNICIAN IV (1) (2) |
| ENGINEERING TECHNICIAN IV (3) (4) |
| PROGRAMMER II (5) (8) |
| SIDEWALK REPAIR SPECIALIST (6) (7) (8) |
| URBAN FORESTRY TECHNICIAN (9) (10) |

- (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 in Footnote #2 below.
- (2) Employees who complete at least one year of service at \$2,034.33 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 \$2,119.28 | 30 credits or 8 years of service and 15 credits. |
| M-2 \$2,207.84 | 45 credits or 10 years of service and 25 credits. |
| M-3 \$2,314.89 | 60 credits or 12 years of service and 40 credits. |
- (3) Recruitment is at \$1,737.89 (\$45,185.14).
- (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 \$2,061.44 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 \$2,151.34 | 30 credits only or 8 years of service and 15 credits |
| M-2 \$2,245.10 | 45 credits or 10 years of service and 25 credits. |
| M-3 \$2,357.54 | 60 credits or 12 years of service and 40 credits. |
- (5) Appointment may be up to \$2,028.83 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 \$2,166.94 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 \$2,249.60 | 30 credits only or 8 years of service and 15 credits |
| M-2 \$2,314.89 | 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 \$2,152.44.
- (8) Recruitment is at \$1,897.83 (\$49,343.58).
- (9) Recruitment is at \$2,028.83 (\$52,749.58).
- (10) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$2,028.83, \$2,088.13, \$2,152.44, \$2,216.80, \$2,316.34. 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 30N

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.36 | 30.29 |
| Biweekly | 2,028.83 | 2,423.55 |
| Annual | 52,749.58 | 63,012.30 |

| |
|--|
| BOILER INSPECTOR I (1) |
| BUILDING CONSTRUCTION INSPECTOR I (1) |
| CONSTRUCTION MATERIALS INSPECTOR |
| ELECTRICAL INSPECTOR I (1) |
| ELEVATOR INSPECTOR I (1) |
| NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (3) (4) |
| PLUMBING INSPECTOR I (2) (5) |
| SPRINKLER CONSTRUCTION INSPECTOR I (1) |

- (1) Recruitment may be up \$2,313.33 with the approval of DER.
- (2) Recruitment is at \$2,153.28 and shall be up to \$2,284.41 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 \$2,382.75 and who attain and maintain all three of the certifications specified in footnote (4) shall advance one additional increment. After such employees advance to \$2,382.75, 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 \$2,382.75 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: \$2,406.58 provided the employee attains and maintains one of the above certifications;
 - b) Increment Two: \$2,430.41 provided the employee attains and maintains two of the above certifications;
 - c) Increment Three: \$2,454.24 provided the employee attains and maintains all three of the above certifications.
- (5) Employees in this classification shall continue to be paid rates effective Pay Period 14, 2013 (June 23, 2013).

Pay Range 3PN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.47 | 33.10 |
| Biweekly | 1,877.70 | 2,648.25 |
| Annual | 48,820.20 | 68,854.50 |

| |
|---------------------------------------|
| PLUMBING INSPECTOR II (1) (2) (3) |
| SENIOR WATER TREATMENT PLANT OPERATOR |

- (1) (a) The rate of \$2,571.12 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 maintain the Automatic Fire System Sprinkler Tester certification.
- (b) The rate of \$2,648.25 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 \$2,352.97.
- (3) Employees in this classification shall continue to be paid rates effective Pay Period 14, 2013 (June 23, 2013).

Pay Range 3QN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.43 | 32.72 |
| Biweekly | 2,034.33 | 2,617.23 |
| Annual | 52,892.58 | 68,047.98 |

| |
|---|
| BOILER INSPECTOR II (1) (2) (3) (5) |
| BUILDING CONSTRUCTION INSPECTOR II (1) (2) (3) (5) |
| DRAFTING TECHNICIAN V (4) |
| ELECTRICAL INSPECTOR II (1) (2) (3) (5) |
| ELEVATOR INSPECTOR II (1) (2) (3) (5) |
| ENGINEERING DRAFTING TECHNICIAN V (4) |
| SPRINKLER CONSTRUCTION INSPECTOR II (1) (2) (3) (5) |

- (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 \$ 2,603.68, the employee will receive an additional rate 3% biweekly.
- (2) Employees who complete at least one year of service at \$2,454.23 shall advance to \$2,527.83 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 \$2,603.68 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 \$2,396.84 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 \$2,497.57 | 60 credits or 14 years of service and 40 credits. |
| M-2 \$2,617.23 | 75 credits or 16 years of service and 55 credits. |
- (5) Recruitment is at \$ 2,313.33 (\$60,146.58).

Pay Range 3RN
 Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.77 | 33.47 |
| Biweekly | 2,061.44 | 2,677.61 |
| Annual | 53,597.44 | 69,617.86 |

| |
|------------------------------|
| ASSESSMENT TECHNICIAN II (1) |
| ENGINEERING TECHNICIAN V (1) |

- (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 \$2,445.18 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 \$2,551.81 | 60 credits only or 14 years of service and 40 credits |
| M-2 \$2,677.61 | 75 credits or 16 years of service and 55 credits |

Pay Range 3SN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.84 | 38.40 |
| Biweekly | 2,386.91 | 3,072.07 |
| Annual | 62,059.66 | 79,873.82 |

| |
|---|
| COMMUNICATIONS FACILITIES COORDINATOR (3) |
| FACILITIES CONTROL SPECIALIST (1) (2) |

- (1) Position shall be studied upon vacancy by David Vega.
- (2) Recruitment may be up to \$2,803.75 with the approval of DER.
- (3) Recruitment is at \$2,550.94 (\$66,324.44).

SECTION 4: PROTECTIVE SERVICES

4A- Pay Range 850

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 19.27 | 20.04 | 22.21 |
| Biweekly | 1,541.61 | 1,603.39 | 1,776.95 |
| Annual | 40,081.86 | 41,688.14 | 46,200.70 |

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 24.39 | 26.79 | 29.43 |
| Biweekly | 1,950.98 | 2,142.87 | 2,354.49 |
| Annual | 50,725.48 | 55,714.62 | 61,216.74 |

| | |
|-----------------|-----------------|
| Hourly | 32.07 |
| Biweekly | 2,565.71 |
| Annual | 66,708.46 |

| |
|----------------------------|
| FIRE PARAMEDIC (1) (2) (3) |
| FIREFIGHTER (1) (2) (3) |

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Academy, an employee will be paid \$1,156.21. Upon graduation from the Academy an employee shall be paid \$1,541.61.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service.

4B- Pay Range 801

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 17.96 | 23.94 | 26.21 |
| Biweekly | 1,436.15 | 1,914.86 | 2,096.87 |
| Annual | 37,339.90 | 49,786.36 | 54,518.62 |

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 29.88 | 30.29 | 32.03 |
| Biweekly | 2,332.37 | 2,422.71 | 2,561.78 |
| Annual | 60,641.62 | 62,990.46 | 66,606.28 |

POLICE OFFICER (1) (2) (3) (4) (5)

- (1) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- (2) Effective Pay Period 14, 2012, while in the Academy, an employee will be paid \$1,436.15. Upon graduation from the Fire and Police Academy, an employee will be paid \$1,914.86.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$1,930.75, \$2,112.75, \$2,348.26, \$2,438.60, and \$2,577.68.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$1,950.61, \$2,132.63, \$2,368.12, \$2,458.47, and \$2,597.54.
- (5) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$1,958.56, \$2,140.56, \$2,376.07, \$2,466.41, and 2,605.49.

4C- Pay Range 804

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 31.13 | 32.11 | 33.12 |
| Biweekly | 2,490.14 | 2,568.11 | 2,649.41 |
| Annual | 64,743.64 | 66,770.86 | 68,884.66 |

COURT LIAISON OFFICER
FORENSIC INVESTIGATOR
POLICE ALARM OPERATOR (1) (2) (3) (4)

- (1) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$2,506.03, \$2,583.99, and \$2,665.30.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor Degree shall be paid the following biweekly rates: \$2,525.90, \$2,603.86, and \$2,685.17
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$2,533.84, \$2,611.80, and \$2,693.11.

4D- Pay Range 853

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 24.13 | 24.65 | 30.29 |
| Biweekly | 1,930.27 | 1,971.78 | 2,423.24 |

| | | | |
|-----------------|-----------------|-----------------|-----------|
| Annual | 50,187.02 | 51,266.28 | 63,004.24 |
| Hourly | 31.47 | 33.92 | |
| Biweekly | 2,517.57 | 2,713.98 | |
| Annual | 65,456.82 | 70,563.48 | |

HEAVY EQUIPMENT OPERATOR (1) (2)

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4E-Pay Range 856

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 30.92 | 32.11 | 33.34 |
| Biweekly | 2,473.89 | 2,568.77 | 2,667.44 |
| Annual | 64,321.14 | 66,788.02 | 69,353.44 |

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 34.63 | 35.96 |
| Biweekly | 2,770.03 | 2,876.79 |
| Annual | 72,020.78 | 74,796.54 |

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
 FIRE LIEUTENANT (1) (2) (3)
 FIRE PARAMEDIC FIELD LIEUTENANT (1) (2) (3) (4)
 VEHICLE OPERATIONS INSTRUCTOR (2)

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and

shall not be included in the determination of any other benefits.

- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (4) Positions to be reclassified to Fire Lieutenant upon becoming vacant.

4F- Pay Range 808

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 32.76 | 34.03 | 35.36 |
| Biweekly | 2,620.27 | 2,722.46 | 2,828.82 |
| Annual | 68,127.02 | 70,783.96 | 73,549.32 |

| |
|-------------------------------------|
| DETECTIVE (1) (2) (3) |
| DOCUMENT EXAMINER (1) (2) (3) |
| FORENSIC VIDEO EXAMINER (1) (2) (3) |
| LATENT PRINT EXAMINER (1) (2) (3) |
| POLICE LIAISON OFFICER (1) (2) (3) |

- (1) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$2,636.16, \$2,738.36, and \$2,844.71.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,656.03, \$2,758.22, and \$2,864.58.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$2,663.97, \$2,766.17, and \$2,872.52.

4G- Pay Range 831

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 30.76 | 31.92 | 33.13 |
| Biweekly | 2,460.76 | 2,553.47 | 2,649.97 |
| Annual | 63,979.76 | 66,390.22 | 68,899.22 |

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 34.38 | 35.69 | 37.04 |
| Biweekly | 2,750.27 | 2,854.56 | 2,963.10 |

| | | | |
|--------|-----------|-----------|-----------|
| Annual | 71,507.02 | 74,218.56 | 77,040.60 |
|--------|-----------|-----------|-----------|

POLICE SERGEANT (1) (2) (3) (4) (5)

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$2,476.83, \$2,569.55, \$2,666.03, \$2,766.34, \$2,870.64, and \$2,979.18.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,496.93, \$2,589.65, \$2,686.13, \$2,786.44, \$2,890.74, and \$2,999.28.
- (5) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$2,504.97, \$2,597.69, \$2,694.17, \$2,794.48, \$2,898.78, and \$3,007.32.

4H- Pay Range 812

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 35.39 | 36.56 | 37.73 |
| Biweekly | 2,830.64 | 2,924.40 | 3,018.22 |
| Annual | 73,596.64 | 76,034.40 | 78,473.72 |

CHIEF LATENT PRINT EXAMINER (1) (2) (3)

IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3)

- (1) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$2,846.54, \$2,940.30, and \$3,034.10.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,866.40, \$2,960.16, and \$3,053.98.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$2,874.35, \$2,968.11, and \$3,061.92.

4I- Pay Range 835

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 33.20 | 34.48 | 35.82 |
| Biweekly | 2,655.77 | 2,758.30 | 2,865.01 |

| | | | |
|--------------------------------|-----------------|-----------------|-----------------|
| Annual | 69,050.02 | 71,713.20 | 74,490.26 |
| Hourly 37.20 38.64 40.14 | | | |
| Biweekly | 2,975.89 | 3,091.27 | 3,211.08 |
| Annual | 77,373.14 | 80,373.02 | 83,488.08 |

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3)

- (1) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: \$2,671.58, \$2,774.11, \$2,880.81, \$2,991.70, \$3,107.07, and \$3,226.89.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: \$2,691.34, \$2,793.86, \$2,900.57, \$3,011.46, \$3,126.83, and \$3,246.65.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: \$2,699.24, \$2,801.76, \$2,908.47, \$3,019.36, \$3,134.74, and \$3,254.54.

4J- Pay Range 857

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|--------------------------------|-----------------|-----------------|-----------------|
| Hourly | 34.08 | 35.41 | 36.80 |
| Biweekly | 2,726.03 | 2,832.80 | 2,943.79 |
| Annual | 70,876.78 | 73,652.80 | 76,538.54 |
| Hourly 38.24 39.74 41.30 | | | |
| Biweekly | 3,059.18 | 3,179.08 | 3,303.92 |
| Annual | 79,538.68 | 82,656.08 | 85,901.92 |

ADMINISTRATIVE FIRE CAPTAIN (1)
 FIRE CAPTAIN (1) (2)
 FIRE CAPTAIN-INCIDENT SAFETY OFFICER
 VEHICLE OPERATIONS TRAINING COORDINATOR (1)

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This

premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4K- Pay Range 813

Official Rate Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 34.03 | 35.36 | 36.74 |
| Biweekly | 2,722.46 | 2,828.82 | 2,939.38 |
| Annual | 70,783.96 | 73,549.32 | 76,423.88 |

| | | | | | | |
|-----------------|-------|-------|-------|-----------------|-----------------|-----------------|
| Hourly | 38.18 | 39.67 | 41.23 | | | |
| Biweekly | | | | 3,054.33 | 3,173.78 | 3,298.13 |
| Annual | | | | 79,412.58 | 82,518.28 | 85,751.38 |

POLICE AUDIOVISUAL SPECIALIST (1) (2) (3) (4)

- (1) When vacated by the present incumbent, Robert Hempe, the position shall be studied to determine whether it should be civilianized.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,738.36, 2,844.71, 2,955.27, 3,070.23, 3,189.67, and 3,314.02.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,758.22, 2,864.58, 2,975.14, 3,090.09, 3,209.53, and 3,333.89.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,766.17, 2,872.52, 2,983.09, 3,098.04, 3,217.48, and 3,341.83.

4L- Pay Range 836

Official Rate-Biweekly

Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 34.48 | 35.82 | 37.20 |
| Biweekly | 2,758.30 | 2,865.01 | 2,975.89 |
| Annual | 71,715.80 | 74,490.26 | 77,373.14 |

| | | | | | | |
|-----------------|-------|-------|-------|-----------------|-----------------|-----------------|
| Hourly | 38.64 | 40.14 | 41.70 | | | |
| Biweekly | | | | 3,091.27 | 3,211.08 | 3,335.86 |
| Annual | | | | 80,373.02 | 83,488.08 | 86,732.36 |

| |
|---|
| ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) |
| POLICE LIEUTENANT (1) (2) (3) (4) (5) |

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: \$2,774.11, \$2,880.81, \$2,991.70, \$3,107.07, \$3,226.89, and \$3,351.66.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,793.86, \$2,900.57, \$3,011.46, \$3,126.83, \$3,246.65, and \$3,371.42.
- (5) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: \$2,801.76, \$2,908.47, \$3,019.36, \$3,134.74, \$3,254.54, and \$3,379.33.

Pay Range 4MX
Official Rate Biweekly

| | | |
|----------|-----------------|-----------------|
| Hourly | 42.58 | 46.25 |
| Biweekly | 3,406.11 | 3,700.04 |
| Annual | 88,558.86 | 96,201.04 |

| |
|---|
| BATTALION CHIEF, FIRE (1) (2) |
| BATTALION CHIEF ASSISTANT EMS COORDINATOR (1) |

- (1) Recruitment is at \$3,406.11 (\$88,558.86).
- (2) Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

4N- Pay Range 839
Official Rate Biweekly
Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|--------|-------|-------|-------|
| Hourly | 38.64 | 40.14 | 41.70 |
|--------|-------|-------|-------|

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,091.27 | 3,211.08 | 3,335.86 |
| Annual | 80,373.02 | 83,488.08 | 86,732.36 |

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|--|--|--|
| Hourly | 43.32 | 45.01 | 46.76 | | | |
| Biweekly | 3,465.57 | 3,600.55 | 3,740.84 | | | |
| Annual | 90,104.82 | 93,614.30 | 97,261.84 | | | |

CAPTAIN OF POLICE (1) (2) (3) (4)

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: \$3,107.07, \$3,226.89, \$3,351.66, \$3,481.38, \$3,616.36, and \$3,756.64.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: \$3,126.83, \$3,246.65, \$3,371.42, \$3,501.13, \$3,636.11, and \$3,776.40.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: \$3,134.74, \$3,254.54, \$3,379.33, \$3,509.03, \$3,644.01, and \$3,784.31.

Pay Range 40X
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 46.71 | 51.05 |
| Biweekly | 3,736.84 | 4,084.22 |
| Annual | 97,157.84 | 106,189.72 |

DEPUTY CHIEF, FIRE

4P- Pay Range 842
Official Rate Biweekly
Effective Pay Period 14, 2012 (June 24, 2012)

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Hourly | 43.32 | 45.01 | 46.76 |
| Biweekly | 3,465.57 | 3,600.55 | 3,740.84 |
| Annual | 90,104.82 | 93,614.30 | 97,261.84 |

| | | | | | | |
|--------|-------|-------|-------|--|--|--|
| Hourly | 48.59 | 50.49 | 52.46 | | | |
|--------|-------|-------|-------|--|--|--|

| | | | |
|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,886.80 | 4,038.58 | 4,196.42 |
| Annual | 101,056.80 | 105,003.08 | 109,106.92 |

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4)

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 14, 2012, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: \$3,481.38, \$3,616.36, \$3,756.64, \$3,902.60, \$4,054.38, and \$4,212.22.
- (3) Effective Pay Period 14, 2012, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: \$3,501.13, \$3,636.11, \$3,776.40, \$3,922.37, \$4,074.14, and \$4,231.98.
- (4) Effective Pay Period 14, 2012, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: \$3,509.03, \$3,644.01, \$3,784.31, \$3,930.26, \$4,082.05, and \$4,239.88.

Pay Range 4QX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 41.23 | 57.72 |
| Biweekly | 3,298.35 | 4,617.84 |
| Annual | 85,757.10 | 120,063.84 |

INSPECTOR OF POLICE (1)

- (1) Recruitment may be at any rate in the pay range with the approval of Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Pay Range 4RX
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 46.84 | 65.57 |
| Biweekly | 3,746.94 | 5,245.97 |
| Annual | 97,420.44 | 136,395.22 |

| |
|-------------------------------|
| ASSISTANT FIRE CHIEF (1) |
| ASSISTANT CHIEF OF POLICE (1) |

(1) Recruitment may be at any rate in the pay range with the approval of Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Pay Range 4SX

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 53.22 | 74.50 |
| Biweekly | 4,257.26 | 5,960.03 |
| Annual | 110,688.76 | 154,960.78 |

| |
|---------------------|
| CHIEF OF POLICE (1) |
| FIRE CHIEF |

(1) Recruitment may be at any rate in the pay range.

SECTION 5: PARAPROFESSIONALS

Pay Range 5AN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.32 | 17.26 |
| Biweekly | 1,145.48 | 1,380.85 |
| Annual | 29,782.48 | 35,902.10 |

| |
|---|
| BREASTFEEDING PEER COUNSELOR |
| HEALTH INTERPRETER AIDE |
| PUBLIC HEALTH AIDE (1) |
| PUBLIC HEALTH AIDE-TUBERCULOSIS CONTROL (1) |

(1) Recruitment at \$1,187.10 (\$30,864.60).

Pay Range 5BN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.68 | 18.01 |
| Biweekly | 1,174.24 | 1,440.63 |
| Annual | 30,530.24 | 37,456.38 |

| |
|-------------------------------|
| CLINIC ASSISTANT |
| COMMUNITY EDUCATION ASSISTANT |
| HEALTH PROJECT ASSISTANT-DAD |

Pay Range 5CN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.38 | 19.56 |
| Biweekly | 1,310.28 | 1,564.91 |
| Annual | 34,067.28 | 40,687.66 |

| |
|--------------------------|
| DIETETIC TECHNICIAN |
| LEAD EDUCATION ASSISTANT |

Pay Range 5DN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.43 | 20.63 |
| Biweekly | 1,394.31 | 1,650.61 |
| Annual | 36,252.06 | 42,915.86 |

| |
|-------------------------------------|
| CLAIMS ASSISTANT REPRESENTATIVE (2) |
| INTERNET ANALYST (1) |

| |
|---------------------------------|
| LIBRARIAN INTERN (1) |
| LIBRARY REFERENCE ASSISTANT |
| LIBRARY SERVICES ASSISTANT |
| LIBRARY TECHNOLOGY SPECIALIST |
| LICENSE SPECIALIST I (3) |
| TRADE DEVELOPMENT ASSISTANT (2) |
| WATER LABORATORY TECHNICIAN |

- (1) Recruitment is at \$1,487.52 (\$38,675.52).
- (2) Recruitment is at \$1,410.96 (\$36,684.96).
- (3) Minimum recruitment is at \$1,521.77 (\$39,566.02) and may be up to \$1,797.06 (\$46,723.56) for current employees with the approval of the Department of Employee Relations.

Pay Range 5EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.47 | 22.46 |
| Biweekly | 1,557.72 | 1,797.06 |
| Annual | 40,500.72 | 46,723.56 |

| |
|---|
| ACCOUNTING ASSISTANT III (7) |
| LICENSE SPECIALIST II (1) (4) |
| NEIGHBORHOOD LIBRARY SERVICES ASSISTANT |
| OFFICE COORDINATOR (1) (7) |
| OFFICE COORDINATOR II (3) |
| PERSONNEL PAYROLL ASSISTANT III (2) |
| POLICE SERVICES SPECIALIST-INVESTIGATOR (5) (6) |
| PROGRAM ASSISTANT I |
| TOW LOT ASSISTANT IV |

- (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: \$1,636.11, \$1,701.56, \$1,769.61 and \$1,840.40.
- (2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of \$1,798.15 (\$46,751.90) biweekly.
- (3) Recruitment is at \$1,595.65 (\$41,486.90).
- (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, 2014: \$1,519.91 to \$1,786.12 (\$39,517.66 to \$46,439.12).
- (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, 2014: \$1,488.71 to \$1,668.43 (\$38,706.46 to \$43,379.18).

Pay Range 5FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.48 | 23.20 |
| Biweekly | 1,558.30 | 1,855.70 |
| Annual | 40,515.80 | 48,248.20 |

| |
|---|
| ADMINISTRATIVE ASSISTANT III (2) |
| BENEFITS SERVICES SPECIALIST I |
| CLAIMS REPRESENTATIVE |
| CUSTOMER SERVICES REPRESENTATIVE-LEAD (2) |
| HEALTH PROJECT ASSISTANT (2) |
| INTERNET ANALYST - SENIOR |
| LEAD PROJECT ASSISTANT (2) |
| LEAD TELLER (2) |
| LIBRARY TECHNICIAN IV (2) |
| PROGRAM ASSISTANT II (1) (2) (3) |

- (1) One position held by Terri Grote (DCD) shall be paid the following biweekly rates: \$1,802.13 to \$2,522.97.
- (2) Recruitment is at \$1,636.11 (\$42,538.86).
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,563.61 to \$1,770.10 (\$40,653.86 to \$46,022.60).

Pay Range 5GN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.00 | 24.01 |
| Biweekly | 1,600.39 | 1,921.00 |
| Annual | 41,610.14 | 49,946.00 |

| |
|----------------------------------|
| ACCOUNTING PROGRAM ASSISTANT III |
| CITY PAYROLL ASSISTANT-SENIOR |
| DATABASE SPECIALIST (1) |
| IT SUPPORT ASSOCIATE (1) |
| LICENSE SPECIALIST III (2) |

- (1) Recruitment is at \$1,622.51 (\$42,185.26).
- (2) The rate for this position is at \$1,969.23 (\$51,199.98).

Pay Range 5HN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.64 | 24.72 |
| Biweekly | 1,731.26 | 1,977.23 |
| Annual | 45,012.76 | 51,407.98 |

| |
|-------------------------------------|
| BENEFITS SERVICES SPECIALIST II (1) |
| CERTIFICATION SERVICES SPECIALIST |
| ELECTION SERVICES COORDINATOR |
| PAY SERVICES SPECIALIST |
| SALVAGE AND SALES COORDINATOR |

- (1) One position held by Vaughn Brooks (DER), shall be paid the following biweekly rates: \$1,488.70 to \$2,083.98.

Pay Range 5IN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.28 | 26.28 |
| Biweekly | 1,782.59 | 2,102.67 |
| Annual | 46,347.34 | 54,669.42 |

| |
|-------------------------------------|
| ADMINISTRATIVE ASSISTANT IV (1) (2) |
| COUNCIL INFORMATION SPECIALIST (2) |
| HUMAN RESOURCES ASSISTANT (2) |
| LIBRARY SECURITY INVESTIGATOR |
| PROGRAM ASSISTANT III (2) |

- (1) One position held by Peggy Clements (Police Department) to retain the title of Administrative Assistant IV, until she vacates her current position, at which time the title shall revert to Administrative Assistant III in Pay Range 5F.
- (2) Recruitment is at \$1,837.67 (47,779.42).

Pay Range 5JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.64 | 27.47 |
| Biweekly | 1,811.34 | 2,197.84 |
| Annual | 47,094.84 | 57,143.84 |

| |
|---|
| ADMINISTRATIVE SERVICES COORDINATOR (1) |
| PARALEGAL (2) |
| RESEARCH ASSISTANT |

- (1) Recruitment is at \$1,897.83 (\$49,343.58).
- (2) Positions held by Lisa Ames and Jean Semenuk (City Attorney) shall be paid the following biweekly rates: \$1,586.35 to \$2,220.57.

Pay Range 5KN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.49 | 28.52 |
| Biweekly | 1,878.87 | 2,281.66 |
| Annual | 48,850.62 | 59,323.16 |

OPERATIONS ANALYST

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6AN

Official Rate Bi-Weekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 13.83 | 14.54 |
| Biweekly | 1,106.34 | 1,162.93 |
| Annual | 28,764.84 | 30,236.18 |

POLICE SERVICES SPECIALIST (1) (2)

- (1) Active employees who have completed one year of service may advance to the next increment.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,122.31 to \$1,179.68 (\$29,180.06 to \$30,671.68).

Pay Range 6BN

Official Rate Biweekly

| | | |
|-----------------|---------------|-----------------|
| Hourly | 11.27 | 15.57 |
| Biweekly | 901.43 | 1,245.43 |
| Annual | 23,437.18 | 32,381.18 |

FIRE CADET (1)
POLICE AIDE (1)

(1) Advancement to next higher rate on completion of six months of service.

Pay Range 6CN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 12.64 | 15.82 |
| Biweekly | 1,011.43 | 1,265.78 |
| Annual | 26,297.18 | 32,910.28 |

| |
|----------------------------|
| COURT SERVICES ASSISTANT I |
| LIBRARY TECHNICIAN I |
| OFFICE ASSISTANT I (1) |
| OFFICE CLERK I (1) |
| RECORDS TECHNICIAN I |

(1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$966.87 to \$1,209.98 (\$25,138.62 to \$31,459.48).

Pay Range 6DN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.09 | 16.56 |
| Biweekly | 1,127.16 | 1,324.82 |
| Annual | 29,306.16 | 34,445.32 |

| |
|-----------------------|
| DATA ENTRY OPERATOR I |
|-----------------------|

Pay Range 6EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 13.59 | 17.27 |
| Biweekly | 1,087.19 | 1,381.63 |

| | | |
|--------|-----------|-----------|
| Annual | 28,266.94 | 35,922.38 |
|--------|-----------|-----------|

| |
|--------------------------------------|
| COURT SERVICES ASSISTANT II (1) (6) |
| HEALTH ACCESS ASSISTANT I (6) |
| HEALTH ACCESS INTERPRETER (6) |
| HEALTH SERVICES ASSISTANT I (6) |
| LIBRARY CIRCULATION ASSISTANT I |
| LIBRARY TECHNICIAN II (6) |
| OFFICE ASSISTANT II (1) (2) (5) (6) |
| OFFICE CLERK II (3) (6) |
| POLICE DISTRICT OFFICE ASSISTANT (3) |
| RECORDS TECHNICIAN II (6) |
| TRANSCRIPTIONIST II (4) |

- (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 \$1,410.42 biweekly.
- (2) One position filled by Ronald Wilson to be paid the following biweekly rates: \$1,455.01 to \$1,610.13.
- (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, 2014: \$1,122.42 to \$1,306.93 (\$29,182.92 to \$33,980.18). In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate: \$1,348.34 (\$35,056.84).
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, 2014 consisting of \$1,334.44 and \$1,379.36.
- (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, 2014: \$1,122.42 to \$1,306.93 (\$29,182.92 to \$33,980.18).
Employees 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, 2014 consisting of \$ 1,334.44 and \$1,379.36.
- (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, 2014: \$1,122.42 to \$1,320.80. In addition above employees eligible for the clerical merit program shall be paid the following rate effective Pay Period 14, 2014: \$1,348.34.
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 at the following rates effective Pay Period 14, 2014: \$1,122.42 to \$1,306.93 so long as they continue to perform such duties and are eligible to receive two additional pay steps consisting of \$1,334.44 and \$1,379.36, so long as they continue to perform such duties. No other Office Assistant II shall be eligible for the additional steps.
- (6) Recruitment is at \$1,174.19 (\$30,528.94).

Pay Range 6FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.68 | 18.46 |
| Biweekly | 1,174.24 | 1,477.16 |
| Annual | 30,530.24 | 38,406.16 |

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|---|
| AUDIO MACHINE TECHNICIAN (10) |
| COMMUNICATIONS ASSISTANT I (1) (2) (9) |
| COURT SERVICES ASSISTANT III (10) |
| CUSTOMER SERVICE REPRESENTATIVE I (10) |
| DATA ENTRY OPERATOR II (1) (3) (9) |
| DUPLICATING EQUIPMENT OPERATOR I (3) |
| HEALTH ACCESS ASSISTANT II (10) |
| HEALTH SERVICES ASSISTANT II (10) |
| LEGAL OFFICE ASSISTANT I (9) |
| LIBRARY CIRCULATION ASSISTANT II (9) |
| LIBRARY TECHNICIAN III (10) |
| MAIL PROCESSOR (4) |
| OFFICE ASSISTANT III (3) (5) (10) |
| OFFICE CLERK III (3) (10) |
| POLICE TELECOMMUNICATOR (6) (8) |
| TOW LOT ASSISTANT I (9) |
| TRANSCRIPTIONIST III (6) (7) |
| UCC CUSTOMER SERVICE REPRESENTATIVE I (1) (9) |

- (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 \$1,469.54 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 \$1,469.54 after completing one year at the \$1,440.63.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,179.38 to \$1,377.16 (\$30,663.88 to \$35,806.16). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following rate:

\$1,404.82.

- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,179.38 to \$1,411.69.
- (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: \$1,513.25. Two increments: \$1,551.10. 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, 2014: \$1,276.46 to \$1,412.07 (\$33,187.96 to \$36,713.82). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following rates effective Pay Period 14, 2014: \$1,446.58 (\$37,611.08) and \$1,482.77 (\$38,552.02).
- (7) Employees functioning 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, 2014 consisting of \$1,446.58 (\$37,611.08) and \$1,482.77 (\$38,552.02).
- (8) Employees required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of (\$.65) per hour for each hour that training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (9) Recruitment is at \$1,233.69 (\$32,075.94).
- (10) Recruitment is at \$1,335.26 (\$34,716.76).

Pay Range 6GN

Official Rate Biweekly

| | | |
|------------------|-----------------|-----------------|
| Hourly: | 16.33 | 19.20 |
| Biweekly: | 1,306.78 | 1,536.25 |
| Annual: | 33,976.28 | 39,942.50 |

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| ACCOUNTING ASSISTANT I (1) (2) (3) |
| ADMINISTRATIVE ASSISTANT I (1) (2) (3) |
| CLAIMS PROCESSOR I (3) |
| CLERK STENOGRAPHER III (2) (3) (4) |
| COMMUNICATIONS ASSISTANT II (3) |
| COPY CATALOGING TECHNICIAN I (7) |
| CUSTOMER SERVICE REPRESENTATIVE II (3) |
| DUPLICATING EQUIPMENT OPERATOR II (3) |
| INVENTORY ASSISTANT I |
| INVENTORY CONTROL ASSISTANT I (5) |
| PARKING CHECKER (6) |

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| PERSONNEL PAYROLL ASSISTANT I (2) (3) |
| PROGRAMMER TRAINEE (3) |
| TOW LOT ASSISTANT II (3) |
| UCC CUSTOMER SERVICE REPRESENTATIVE II (3) |

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,332.89 to \$1,468.56 (\$34,655.14 to \$38,182.56). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following rates: \$1,502.97 (\$39,077.22) and \$1,539.19 (\$40,018.94).
- (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: \$1,572.22. Two increments: \$1,610.13. 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 \$1,394.31 (\$36,252.06).
- (4) The following incumbent to retain the title of Clerk Stenographer III until he vacates his current position, at which time the title shall revert to Office Assistant III in Pay Range 6KN: Matthew Kleman (DCD).
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,249.23 to \$1,435.87 (\$32,479.98 to \$37,332.62).
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,183.57 to \$1,433.08 (\$30,772.82 to \$37,260.08).
- (7) Recruitment is at \$1,366.32 (\$35,524.32).

Pay Range 6HN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.83 | 20.13 |
| Biweekly | 1,426.14 | 1,610.13 |
| Annual | 37,079.64 | 41,863.38 |

| |
|-------------------------------------|
| ACCOUNT CLERK II (1) (5) |
| ACCOUNTING ASSISTANT II (1) (2) (5) |
| ACCOUNTING PROGRAM ASSISTANT I |
| ADMINISTRATIVE ASSISTANT II (2) (5) |
| ARCHIVES TECHNICIAN (5) |
| COMMUNICATIONS ASSISTANT III (5) |
| COPY CATALOGING TECHNICIAN II (5) |

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|---|
| COURT SERVICES ASSISTANT IV (5) |
| CUSTOMER SERVICE REPRESENTATIVE III (5) |
| INVENTORY ASSISTANT II (3) |
| INVENTORY CONTROL ASSISTANT II (4) |
| INVENTORY CONTROL ASSISTANT III (2) (5) |
| LEAD POLICE TELECOMMUNICATOR (7) |
| LIBRARY CIRCULATION ASSISTANT III (5) |
| OFFICE ASSISTANT IV (1) (2) (5) (6) |
| OFFICE CLERK IV (2) (5) (6) |
| PERSONNEL PAYROLL ASSISTANT II (1) (5) |
| TELLER (5) (8) |
| TOW LOT ASSISTANT III (5) |
| UCC CUSTOMER SERVICE REPRESENTATIVE III (5) |

- (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: \$1,650.61; Two increments: \$1,696.55; Three increments: \$1,745.79. 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, 2014: \$1,390.91 to \$1,539.19 (\$36,163.66 to \$40,018.94). In addition, above employees eligible for the Clerical Merit Increment shall be paid the following rates effective Pay Period 14, 2014: \$1,621.82 (\$42,167.32) and \$1,668.88 (\$43,390.88).
- (3) Recruitment is at \$1,440.63 (\$37,456.38).
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,362.95 to \$1,502.56. (\$35,436.70 to \$39,066.56).
- (5) Recruitment is at \$1,455.01 (\$37,830.26).
- (6) One position in 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: \$1,574.19 (\$40,928.94) and \$1,610.40 (\$41,870.40).
- (7) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,376.07 to \$1,515.71.
- (8) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,390.91 to \$1,668.88.

Pay Range 6IN

Official Rate Biweekly

| | | |
|-----------------|---------------|---------------|
| Hourly | 17.76 | 20.83 |
| Biweekly | 1,420. | |
| | 57 | 1,666. |
| | | 74 |

| | | |
|--------|-----------|-----------|
| Annual | 36,934.82 | 43,335.24 |
|--------|-----------|-----------|

| |
|--------------------------------|
| EQUIPMENT PARTS ASSISTANT |
| FIELD HEADQUARTERS COORDINATOR |
| INVENTORY ASSISTANT III |
| INVENTORY CLERK |
| LEAD PARKING CHECKER (2) (3) |
| LEGAL OFFICE ASSISTANT II (1) |

- (1) Recruitment may be up \$1,485.73 (\$38,628.98) with the approval of DER.
- (2) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,348.43, \$1,393.74, \$1,440.65, \$1,489.26 and \$1,553.44. 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 in the following range effective Pay Period 14, 2014: \$1,348.43 to \$1,553.44 (\$35,059.18 to \$40,389.44).

Pay Range 6JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.75 | 21.42 |
| Biweekly | 1,340.34 | 1,713.29 |
| Annual | 34,848.84 | 44,545.54 |

| |
|--|
| CLERK DISPATCHER II (1) |
| COMMUNICATIONS ASSISTANT IV (1) (3) |
| COUNCIL FILE SPECIALIST (1) |
| INFRASTRUCTURE STORES CLERK IV (2) |
| INVENTORY ASSISTANT IV (2) |
| INVENTORY CONTROL ASSISTANT IV (2) |
| LEAD EQUIPMENT PARTS ASSISTANT (2) |
| UCC CUSTOMER SERVICE REPRESENTATIVE IV (1) (3) |

- (1) Recruitment is at \$1,523.51 (\$39,611.26).
- (2) Recruitment is at \$1,521.77 (\$39,566.02).
- (3) Employees given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,521.77, \$1,557.72, \$1,595.65, \$1,636.11, \$1,696.55. 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

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.57 | 21.82 |
| Biweekly | 1,485.73 | 1,745.79 |
| Annual | 38,628.98 | 45,390.54 |

| |
|---------------------------------------|
| ACCOUNTING PROGRAM ASSISTANT II (1) |
| ADMINISTRATIVE SERVICES ASSISTANT (1) |
| CITY PAYROLL ASSISTANT (1) |
| CLAIMS PROCESSOR II (1) |
| COMMUNICATIONS ASSISTANT V (1) (2) |
| DOCKETING SPECIALIST |
| LEGAL OFFICE ASSISTANT III |
| MICROCOMPUTER SERVICES ASSISTANT (1) |

- (1) Recruitment is at \$1,557.62 (\$40,498.12).
- (2) Employees given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,523.51, \$1,561.61, \$1,601.71, \$1,644.61, \$1,693.21. 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 6LN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.47 | 22.46 |
| Biweekly | 1,557.72 | 1,797.06 |
| Annual | 40,500.72 | 46,723.56 |

| |
|-----------------------------|
| INVENTORY ASSISTANT V |
| METER READER-COMMERCIAL (1) |

(1) Recruitment is at \$1,595.65 (\$41,486.90).

Pay Range 6MN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.00 | 24.01 |
| Biweekly | 1,600.39 | 1,921.00 |
| Annual | 41,610.14 | 49,946.00 |

LEGAL OFFICE ASSISTANT IV

Pay Range 6NN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.57 | 24.78 |
| Biweekly | 1,485.71 | 1,982.58 |
| Annual | 38,628.46 | 51,547.08 |

| |
|---------------------------------|
| CODE INFORMATION SPECIALIST (4) |
| FIRE EQUIPMENT DISPATCHER (1) |
| MUNICIPAL COURT CLERK I (4) |
| POLICE DISPATCHER (2) (3) |
| TAX ENFORCEMENT SPECIALIST (4) |

- (1) An employee who receives a temporary assignment to Fire Dispatch Supervisor for at least four (4) hours of a full work shift shall receive an additional eleven (\$11.00) dollars per work shift. Any payment shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
- (2) Employee required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of \$.65 per hour for each hour during which such training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,419.48 to \$1,894.21 (\$36,906.48 to \$49,249.46).
- (4) Recruitment is at \$1,731.26 (\$45,012.76).

Pay Range 6ON
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.72 | 27.09 |
| Biweekly | 1,897.83 | 2,166.94 |
| Annual | 49,343.58 | 56,340.44 |

MUNICIPAL COURT CLERK II

SECTION 7: SKILLED CRAFT

Pay Range 7AN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.06 | 18.79 |
| Biweekly | 1,284.67 | 1,503.34 |
| Annual | 33,401.42 | 39,086.84 |

URBAN FORESTRY SPECIALIST TRAINEE (1)

(1) Recruitment is authorized up to \$1,400.24 (\$36,406.24) with the approval of DER.

Pay Range 7BN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.01 | 20.60 |
| Biweekly | 1,360.60 | 1,647.78 |
| Annual | 35,375.60 | 42,842.28 |

BUILDING MAINTENANCE MECHANIC I (2) (3) (4) (8)
EQUIPMENT MECHANIC I (8) (9)

| |
|------------------------------|
| FIRE MECHANIC HELPER (6) (7) |
| NURSERY SPECIALIST (1) (5) |

- (1) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,647.78, will be advanced to \$1,678.71.
- (2) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.
- (3) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Recruitment is at \$1,491.73 (\$38,784.98).
- (6) The highest increment attainable for an employee hired after January 1, 1988, shall be \$1,576.73.
- (7) An employee assigned to Inventory Control Assistant III responsibilities for a shift shall receive an additional sixty (\$0.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payment be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (8) Recruitment is at \$1,475.00 (\$38,350.00).
- (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 \$1,628.85, will advance to \$1,659.41.

Pay Range 7CN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.31 | 21.82 |
| Biweekly | 1,544.61 | 1,745.79 |
| Annual | 40,159.86 | 45,390.54 |

| |
|--|
| BUILDING MAINTENANCE MECHANIC II (1) (2) (3) (7) |
| EQUIPMENT MECHANIC II (5) |
| EQUIPMENT MECHANIC III (4) (6) (7) |
| HEATING AND VENTILATING MECHANIC I (3) (7) |

- (1) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.

- (2) Positions in the Police Department receive an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (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 \$1,738.60 will advance to \$1,771.34.
- (5) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,544.61, \$1,578.80, \$1,614.87, \$1,652.73, \$1,707.66. 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: \$1,563.04, \$1,599.08, \$1,637.32, \$1,689.52, \$1,738.60. 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 \$1,563.04 (\$40,639.04).

Pay Range 7DN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.94 | 22.39 |
| Biweekly | 1,435.16 | 1,791.04 |
| Annual | 37,314.16 | 46,567.04 |

| |
|---|
| FACILITY MECHANIC (1) (2) (6) |
| FIRE EQUIPMENT REPAIRER I (3) (5) (9) |
| HEATING AND VENTILATING MECHANIC II (4) (7) |
| WATER METER TECHNICIAN (8) |

- (1) Employees assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.
- (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 \$1,750.92 shall advance to \$1,800.85.
- (3) An employee may be eligible to attain \$1,767.21 after completing one year of service at \$1,700.17 and after meeting established requirements. These requirements shall be established by the Fire Department.
- (4) An employee shall be recruited at \$1,584.05 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 \$1,584.05.

- (5) 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.
- (6) Recruitment is at \$1,566.27 (\$40,723.02)
- (7) Recruitment is at \$1,603.83 (\$41,699.58).
- (8) Recruitment is at \$1,508.47 (\$39,220.22).
- (9) Recruitment is at \$1,478.22 (\$38,433.72) for candidates with at least three years of related experience and at \$1,522.56 (\$39,586.56) for candidates with at least four years of related experience.

Pay Range 7EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.54 | 22.63 |
| Biweekly | 1,563.08 | 1,810.65 |
| Annual | 40,640.08 | 47,076.90 |

| |
|---|
| EMERGENCY VEHICLE EQUIPMENT INSTALLER (8) (9) |
| EQUIPMENT MECHANIC IV (7) |
| FLEET EQUIPMENT SERVICE WRITER (9)(10) |
| LEAD HOUSING MAINTENANCE MECHANIC (6) |
| URBAN FORESTRY SPECIALIST (1) (6) |
| VEHICLE SERVICES TECHNICIAN I (2) (3) (4) (5) |
| WATER METER SPECIALIST (6) |

- (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 \$1,810.65, the employee will advance \$1,844.72.
- (2) Minimum recruitment is at \$ 1,563.08 and may be up to \$1,734.48 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: \$1,563.08, \$1,595.94, \$1,629.50, \$1,663.76, \$1,698.76, \$1,734.48, \$2,063.40.
- (3) An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee’s prior rate is higher than the appropriate increment, the employee will retain their previous rate. During the grace period ending pay period 26, 2013, an employee will move to the next higher increment when they have demonstrated the required credentials.
- (4) An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee’s current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.
- (5) An employee assigned to field service mechanic, fleet equipment inspector, or automotive mechanic lead worker responsibilities will receive an additional 3% hourly when performing that work.

- (6) Recruitment is at \$1,622.61 (\$42,187.86).
- (7) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,563.08, \$1,660.56, \$1,700.88, \$1,746.90, \$1,810.65. 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, 2014: \$1,585.56 to \$1,836.70. Recruitment is at \$1,633.13 (\$42,461.38) for candidates with at least three years of related experience and at \$1,682.11 (\$43,734.86) for candidates with at least four years of related experience.
- (9) Employees shall receive an additional 3% when designated to act as a lead worker.
- (10) An employee will advance 1% biweekly upon certification by the Commissioner of Public Works as having attained and maintained the required credentials and demonstrated job performance.

Pay Range 7FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.82 | 23.27 |
| Biweekly | 1,505.30 | 1,861.63 |
| Annual | 39,137.80 | 48,402.38 |

| |
|--|
| ELECTRICAL WORKER (5) (7) |
| HEATING AND VENTILATING MECHANIC III (4) |
| LEAD EQUIPMENT MECHANIC (1) (3) (6) |
| PRINTER (2) |

- (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 \$1,855.48 will advance to \$1,890.56.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid in the following range effective Pay Period 14, 2014: \$1,576.16 to \$1,773.28 (\$40,980.16 to \$46,105.28).
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,649.23, \$1,689.66, \$1,735.61, \$1,785.74, \$1,855.48. 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 \$1,669.25 (\$43,400.50).
- (5) Employees are only eligible for the rate of \$1,861.63 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 \$1,649.23 (\$42,879.98).
- (7) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,505.30, \$1,606.30, \$1,734.78, \$1,861.63. 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.

Pay Range 7GN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.76 | 24.35 |
| Biweekly | 1,580.63 | 1,948.03 |
| Annual | 41,096.38 | 50,648.78 |

| |
|------------------------------------|
| FIRE EQUIPMENT REPAIRER II (1) (2) |
| MACHINERY TECHNICIAN (4) |
| PORT MECHANIC (5) |
| PRODUCTION DESIGNER II (3) |

- (1) Employees occupying this position on August 21, 1988, may attain \$1,853.23 through the process described in Fire Department Guidelines.
- (2) An employee assigned to Fire Building and Equipment Maintenance Specialist duties for a shift shall receive an additional sixty cents (\$.60) per hour for that shift. Payments 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.
- (3) Recruitment is at \$1,682.03 (\$43,732.78).
- (4) Recruitment is at \$1,709.95 (\$44,458.70).
- (5) Recruitment is at \$1,944.28 (\$50,551.28).

Pay Range 7HN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.08 | 25.02 |
| Biweekly | 1,606.68 | 2,001.89 |
| Annual | 41,773.68 | 52,049.14 |

| |
|---|
| AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (1) (6) (10) |
| AUTOMOTIVE ELECTRICIAN (1) (6) (10) |
| ELECTRICAL SERVICES WELDER (7) |
| FIRE BUILDING AND EQUIPMENT MAINTENANCE SPECIALIST |
| FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN |
| FIRE EQUIPMENT MACHINIST |
| FIRE EQUIPMENT MECHANIC (2) (3) (4) (8) |

| |
|---|
| FIRE EQUIPMENT WELDER (2) (3) (4) |
| FLEET SERVICES WELDER (1) (6) (11) |
| FLUID POWER SYSTEMS TECHNICIAN (1) (6) (12) |
| METAL FABRICATOR (5) |
| VEHICLE SERVICES TECHNICIAN II (1) (6) (9) (10) |
| WATER DEPARTMENT BLACKSMITH (5) |

- (1) An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee's prior rate is higher than the appropriate increment, the employee will retain their previous rate. During the grace period ending pay period 26, 2013, an employee will move to the next higher increment when they have demonstrated the required credentials.
- (2) Requirement for advancement to \$2,001.89 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 \$2,001.89.
- (3) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents (\$.25) per hour for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, and additional fifty cents (\$.50) per hour for EVT Level II and an additional seventy five cents (\$.75) per hour for EVT Master Level III certifications. EVT payments continue to be payable to employees who have advanced to \$2,001.89 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.
- (4) An employee assigned to Fire Equipment Repairs Supervisor duties for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payments 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.
- (5) Recruitment is at \$1,743.35 (\$45,327.10).
- (6) An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee's current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.
- (7) Recruitment is at \$1,757.10 (\$45,684.60).
- (8) An employee assigned to "stand watch" from 4 p.m. to 12 midnight Monday through Friday and 8 a.m. to midnight on Saturday, Sunday, and holidays shall receive an additional fifty cent (\$.50) per hour added to base salary for each hour of watch duty performed; such additional compensation shall be granted only if the employee assigned to stand watch serves for the full watch period. Eligible employees working on a Holiday shall not be eligible for Watch Pay for the hours worked on a Holiday. Payments 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) An employee assigned to field service mechanic, fleet equipment inspector, or automotive mechanic lead worker responsibilities will receive an additional 3% hourly when performing that work.
- (10) Recruitment is at \$1,821.20. 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: \$1,821.20, \$1,859.50, \$1,898.60, \$1,938.51, \$1,979.29, \$2,020.91, \$2,063.40.
- (11) Recruitment is at \$1,649.23 and may be up to \$1,743.12 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: \$1,649.23, \$1,695.53, \$1,743.12, \$1,792.04, \$1,842.35, \$1,894.06, \$1,947.23, \$2,001.89.

- (12) Recruitment is at \$1,821.20. 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: \$1,821.20, \$1,859.50, \$1,898.60, \$1,938.51, \$1,979.29, \$2,020.91, \$2,063.40, \$2,106.80. Fluid Power Systems Technician title is a promotional opportunity for other Fleet Services titles in Pay Range 7HN.

Pay Range 7IN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.25 | 27.10 |
| Biweekly | 1,859.93 | 2,167.86 |
| Annual | 48,358.18 | 56,364.36 |

| |
|------------------------------------|
| AUTOMOTIVE MACHINIST (2) |
| MACHINIST I |
| PAINTER (4) (5) (6) |
| URBAN FORESTRY CREW LEADER (1) (3) |

- (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 \$2,133.76, the employee will advance to \$2,174.11.
- (2) Recruitment is at \$1,869.95 (\$48,618.70).
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,859.93, \$1,920.02, \$1,984.88, \$2,051.01, \$2,133.76. 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 in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (5) Employees 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.
- (6) Recruitment is at \$2,167.86 (\$56,364.36).

Pay Range 7JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 22.88 | 27.83 |
| Biweekly | 1,830.32 | 2,226.04 |
| Annual | 47,588.32 | 57,877.04 |

| |
|---|
| ELECTRICAL MECHANIC APPRENTICE (3) (4) (5) |
| ELECTRICAL SERVICES BLACKSMITH (2) |
| ELECTRICAL SERVICES MACHINIST I (2) |
| MACHINE REPAIRPERSON |
| PAINTER LEADWORKER, HOUSE (6) (7) (8) |
| PAINTER, BRIDGE AND IRON (9) |
| WATER PLANT STEAMFITTER/HVAC SPECIALIST (1) |

- (1) Recruitment may be authorized up to \$2,044.70 (\$53,162.20) with the approval of DER.
- (2) Recruitment is at \$1,929.82 (\$50,175.32).
- (3) Recruitment is at \$1,211.19. Employees will advance to the next rate in the following range after 2080 hours of work: \$1,211.19, \$1,454.40, \$1,817.19, \$2,180.79 bi-weekly rates.
- (4) An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.
- (5) Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.
- (6) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (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) Recruitment is at \$2,198.57 (\$57,162.82).
- (9) Recruitment is at \$2,226.04 (\$57,877.04).

Pay Range 7KN
Official Rate Biweekly

| | | |
|--------|-------|-------|
| Hourly | 27.97 | 28.55 |
|--------|-------|-------|

| | | |
|-----------------|----------------------|----------------------|
| Biweekly | 2,237. 49 | 2,284. 22 |
| Annual | 58,174 .74 | 59,389 .72 |

| |
|---|
| ASPHALT PLANT OPERATING ENGINEER (1) |
| CARPENTER (2) (3) |
| CEMENT FINISHER (2) (5) |
| PAINTER LEADWORKER, BRIDGE AND IRON (4) (6) |

- (1) Recruitment is at \$2,259.98 (\$58,759.48).
- (2) Employees in this job classification 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.
- (3) Recruitment is at \$2,284.22 (\$59,389.72).
- (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 \$2,251.90 (\$58,549.40).
- (6) Recruitment is at \$2,240.58 (\$58,255.08).

Pay Range 7LN

Official Rate Biweekly

| | | |
|-----------------|----------------------|----------------------|
| Hourly | 24.00 | 29.17 |
| Biweekly | 1,920. 02 | 2,333. 20 |
| Annual | 49,920 .52 | 60,663 .20 |

| |
|---------------------------|
| MACHINIST II (2) |
| WATER SYSTEM OPERATOR (1) |

- (1) Jerome Burr shall be paid \$2,210.54 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: \$1,920.02 to \$2,333.20.
- (2) Recruitment is at \$1,995.91 (\$51,893.66).

Pay Range 7MN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 29.70 | 30.29 |
| Biweekly | 2,376.33 | 2,423.19 |
| Annual | 61,784.58 | 63,002.94 |

| |
|--|
| CARPENTER LEADWORKER (AUXILIARY) (5) (7) |
| ELECTRICAL MECHANIC (1) (2) (3) |
| IRONWORKER (5) |
| PAINTER SUPERVISOR, HOUSE (4) (5) (6) |

- (1) An employee who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving the probationary period, ninety percent (90%) of the hourly rate.
- (2) An employee shall be paid a premium of \$1.50 per hour when given the following assignments:
 - When assigned as a crew chief supervising four or more crew members (two or more for pole or traffic cable crews) provided a minimum of three hours working as a crew chief.
 - When assigned as duty electrician at the Canal Street Shop for weekend and holiday duty.
 - When regularly assigned to rotating telephone switch maintenance duties for each hour actually worked.
 - When assigned as a Designated Electrician.
 - When designated to hold the Type C Contractors Electrical License for the City.
 - When assigned as a Dispatcher to assist management with administration of communication and traffic activities.
- (3) Recruitment is at \$2,423.19 (\$63,002.94).
- (4) An employee in this job classification shall receive an additional thirty cents (\$0.30) per hour for the entire regular day when a Painter or Painter Leadworker, House receives a thirty cent (\$0.30) per hour task rate for spray painting or cleaning of spray painting equipment.
- (5) Employees in job classifications 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.
- (6) Recruitment is at \$2,412.69 (\$62,729.94).
- (7) Recruitment is at \$2,407.03 (\$62,582.78).

Pay Range 7NN

Official Rate Biweekly

| | |
|-----------------|-----------------|
| Hourly | 30.89 |
| Biweekly | 2,470.86 |
| Annual | 64,242.36 |

| |
|------------------------------|
| PAINTER SUPERVISOR, IRONWORK |
|------------------------------|

Pay Range 7ON

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 31.61 | 31.65 |
| Biweekly | 2,529.04 | 2,532.27 |
| Annual | 65,755.04 | 65,839.02 |

| |
|-------------------------------|
| CARPENTER SUPERVISOR (1) |
| IRONWORKER SUPERVISOR (1) (2) |

- (1) Employees in this job classification 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.
- (2) Recruitment is at \$2,532.27 (\$65,839.02).

Pay Range 7PN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 25.81 | 33.21 |
| Biweekly | 2,064.84 | 2,656.49 |
| Annual | 53,685.84 | 69,068.74 |

| |
|------------------------------------|
| WATER CONSTRUCTION COORDINATOR (1) |
|------------------------------------|

- (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 \$2,445.18 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 \$2,551.81 | 60 credits or 14 years of service and 40 credits |
| M-2 \$2,677.61 | 75 credits or 16 years of service and 55 credits |

Pay Range 7QN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 33.67 | 33.90 |
| Biweekly | 2,693.87 | 2,711.65 |
| Annual | 70,040.62 | 70,502.90 |

| |
|---|
| BRICKLAYER, BUILDINGS (1) |
| LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (4) |
| SEWER MASON (1) |

- (1) Employees in this job classification 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.
- (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 \$2,711.65.
- (3) Recruitment is at \$2,711.65 (\$70,502.90).
- (4) Employees in this classification shall continue to be paid rates effective Pay Period 14, 2013 (June 23, 2013).

SECTION 8: SERVICE and MAINTENANCE

Pay Range 8AN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 15.20 | 15.55 |
| Biweekly | 1,215.64 | 1,244.17 |
| Annual | 31,606.64 | 32,348.42 |

| |
|------------------------------|
| PORT MAINTENANCE TRAINEE (1) |
|------------------------------|

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee’s “Maintenance Training Requirements” of February 15, 1991.

Pay Range 8BN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 14.00 | 17.33 |
| Biweekly | 1,119.82 | 1,386.74 |
| Annual | 29,115.32 | 36,055.24 |

CUSTODIAL WORKER I

Pay Range 8CN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 15.10 | 17.85 |
| Biweekly | 1,208.02 | 1,428.17 |
| Annual | 31,408.52 | 37,132.42 |

CITY LABORER (SEASONAL)

Pay Range 8DN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 16.28 | 19.45 |
| Biweekly | 1,302.21 | 1,555.77 |
| Annual | 33,857.46 | 40,450.02 |

- CITY LABORER (REGULAR) (8)
- CUSTODIAL WORKER II-CITY LABORER (1) (2) (3) (4) (5) (6) (7) (11)
- GARAGE ATTENDANT (4)(8)(9)
- PORT MAINTENANCE ASSOCIATE (10) (12)
- TOW LOT ATTENDANT (8)

(1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00

- biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of \$1,567.43.
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a back-up delivery driver to operate the delivery truck.
- (6) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of \$1,567.43.
- (8) Recruitment is at \$1,417.02 (\$36,842.52).
- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- (10) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 in the "Maintenance Training Requirements" and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional premium of \$0.50 per hour when required to perform these skills.
- (11) Recruitment is at \$1,403.06 (\$36,479.56).
- (12) Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991.

Pay Range 8EN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 17.83 | 19.98 |
| Biweekly | 1,426.14 | 1,598.64 |
| Annual | 37,079.64 | 41,564.64 |

| |
|---------------------------------|
| BOILER-CUSTODIAL WORKER (6) |
| CART MAINTENANCE TECHNICIAN (4) |
| CUSTODIAL WORKER III (5) (7) |
| DELIVERY DRIVER |
| HYDRANT SERVICE WORKER (7) |
| LABORATORY ASSISTANT II |

| |
|---|
| LABORER (ELECTRICAL SERVICES) (2) (5) (7) |
| SANITATION WORKER (1) (4) |
| SEWER LABORER I (5) (7) |
| SPECIAL SERVICE LABORER (7) |
| URBAN FORESTRY LABORER (3) (7) |
| WATER DISTRIBUTION LABORER (5) (7) |

- (1) Sanitation Workers who work on crews that utilize rear container loaders shall receive an additional ten cents (\$0.10) per hour.
- (2) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (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: \$1,618.17.
- (4) Recruitment is at \$1,458.61 (\$37,923.86).
- (5) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,442.40, \$1,471.22, \$1,503.67, \$1,537.90, \$1,588.46. 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 \$1,348.21 (\$35,053.46).
- (7) Recruitment is at \$1,442.40 (\$37,502.40).

Pay Range 8FN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.44 | 20.83 |
| Biweekly | 1,475.00 | 1,666.74 |
| Annual | 38,350.00 | 43,335.24 |

| |
|----------------------------------|
| ASPHALT PLANT OPERATOR (4) |
| BOILER OPERATOR |
| BRIDGE LABORER I |
| BRIDGE LABORER II (4) |
| CEMENT FINISHER HELPER (4) (7) |
| GARAGE CUSTODIAN (1) (8) |
| HEAVY EQUIPMENT LUBRICATOR (4) |
| INFRASTRUCTURE REPAIR WORKER (9) |
| LABOR CREW LEADER I (6) |

| |
|--|
| MAINTENANCE WORKER |
| MASON HELPER (4) |
| PIPE LAYER |
| SELF-HELP YARD ATTENDANT |
| SEWER LABORER II (4) (7) |
| SPECIAL FLEET SERVICES LABORER (2) (4) (7) |
| TIRE REPAIR WORKER I |
| TOW LOT CREW LEADER |
| TRAFFIC SIGN WORKER I (9) |
| UTILITY CREW WORKER (4) |
| VEHICLE SERVICES ASSISTANT (3) |
| WATER DISTRIBUTION REPAIR WORKER I |
| WATER MAINTENANCE WORKER (5) |
| WATER PLANT LABORER (5) |
| WATER PLANT OPERATOR I |

- (1) Recruitment is at \$1,508.47 (\$39,220.22).
- (2) This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves Tow Truck duties.
- (3) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (4) Recruitment is at \$1,491.73 (\$38,784.98).
- (5) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$.68) per hour.
- (6) 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 \$1,666.74, will advance to \$1,698.06.
- (7) Employees given a promotional emergency or temporary appointment to this title will be paid at these rates: \$1,491.73, \$1,523.50, \$1,557.78, \$1,594.08, \$1,647.78. 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) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,508.47, \$1,540.94, \$1,575.20, \$1,611.73, \$1,666.74. 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.
- (9) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,475.00, \$1,506.14, \$1,540.37, \$1,576.47, \$1,628.85. 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
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.82 | 21.35 |
| Biweekly | 1,505.90 | 1,707.66 |
| Annual | 39,153.40 | 44,399.16 |

| |
|---|
| BRIDGE OPERATOR (1) (4) |
| METER SHOP UTILITY WORKER (2) |
| PIPE YARD CREW LEADER (2) |
| SANITATION CREW LEADER |
| SEWER CREW LEADER I (2) (3) |
| SPECIAL LABORER (ELECTRICAL SERVICES) (2) (3) |
| TIRE REPAIR WORKER II (2) |
| TRAFFIC SIGN WORKER II (2) |
| UTILITY WORKER (ELECTRICAL SERVICES) (2) (3) |

- (1) Employee assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (2) Recruitment is at \$1,544.61 (\$40,159.86).
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,544.61, \$1,578.80, \$1,614.87, \$1,652.73, \$1,707.66. 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 \$1,539.25.

Pay Range 8HN
Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.54 | 22.12 |
| Biweekly | 1,563.04 | 1,769.55 |
| Annual | 40,639.04 | 46,008.30 |

| |
|----------------------------------|
| SEWER CREW LEADER II (1) |
| SEWER FIELD INVESTIGATOR (2) (3) |

TRUCK DRIVER (OVER 3.5 TONS)

- (1) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,563.04, \$1,599.08, \$1,637.32, \$1,679.27, \$1,738.60. 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: \$1,581.50, \$1,619.38, \$1,659.84, \$1,705.79, \$1,769.55. 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 \$1,581.50 (\$41,119.00).

Pay Range 8IN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 19.54 | 22.63 |
| Biweekly | 1,563.08 | 1,810.65 |
| Annual | 40,640.08 | 47,076.90 |

| |
|---|
| BRIDGE OPERATOR LEAD WORKER (2) (3) (6) |
| INFRASTRUCTURE REPAIR CREW LEADER (4) (7) |
| LIBRARY DRIVER (8) |
| NURSERY CREW LEADER (9) |
| SEWER CREW LEADER III (7) |
| SNOW DRIVER (11) |
| WATER DISTRIBUTION REPAIR WORKER II (1) (4) (7) |
| WATER DISTRIBUTION TAPPING SPECIALIST (7) |
| WATER DISTRIBUTION UTILITY INVESTIGATOR (5) |
| WATER METER INVESTIGATOR (10) |

- (1) Water Distribution Repair Workers II shall receive a task rate equal to the difference in the hourly maximum salaries of the Water Distribution Repair Worker II and Water Distribution Chief Repair Worker when acting as Water Distribution Chief Repair Worker according to the guidelines outlined in the Milwaukee Water Works "Guidelines for Payment of Task Rate to (Water) Distribution Repair Worker II" dated November 19, 1981. This differential is \$4.18 per hour.
- (2) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (3) An employee given a promotional emergency or temporary appointment to this position will be paid at

these rates: \$1,620.74, \$1,655.30, \$1,691.57, \$1,729.91, \$1,782.06. 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 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: \$1,603.83, \$1,640.93, \$1,681.34, \$1,727.34, \$1,791.04. 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: \$1,563.08, \$1,660.56, \$1,700.88, \$1,746.90, \$1,810.65. 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 \$1,620.74 (\$42,139.24).
- (7) Recruitment is at \$1,603.83 (\$41,699.58).
- (8) Recruitment is at \$1,614.30 (\$41,971.80).
- (9) Recruitment is at \$1,622.61 (\$42,187.86).
- (10) Recruitment is at \$1,595.65 (\$41,486.90).
- (11) An employee holding a title in DPW, when assigned to salting and plowing operations, will be paid the rate of \$22.13 per hour, if that employee's regular rate of pay is lower.

Pay Range 8JN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 20.62 | 23.19 |
| Biweekly | 1,649.23 | 1,855.48 |
| Annual | 42,879.98 | 48,242.48 |

| |
|---|
| PORT MAINTENANCE TECHNICIAN (1) (2) (4) |
| SEWER EXAMINER II (3) |

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee’s “Maintenance Training Requirements” of February 15, 1991.
- (2) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 of the "Maintenance Training Requirements" and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional \$0.50 per hour when required to perform these skills.
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid these rates: \$1,649.23, \$1,689.66, \$1,735.61, \$1,785.74, \$1,855.48. 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 \$1,663.67 (\$43,255.42).

Pay Range 8KN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 18.24 | 23.95 |
| Biweekly | 1,458.90 | 1,915.79 |
| Annual | 37,931.40 | 49,810.54 |

| |
|--------------------------------------|
| OPERATIONS DRIVER/WORKER (1) (2) (3) |
| SEWER REPAIR CREW LEADER (4) (5) |

- (1) Employees shall receive an additional \$2.77 per hour while assigned to operate the Reach All or Hydro Crane.
- (2) Employees assigned as the utility person shall receive an additional \$0.50 per hour.
- (3) An employee given a promotional emergency or temporary appointment to this title to be paid at these rates: \$1,458.90, \$1,491.06, \$1,527.33, \$1,583.33, \$1,637.39, \$1,697.40, \$1,760.48, \$1,825.65, \$1,897.51. 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: \$1,699.57, \$1,745.52, \$1,794.72, \$1,846.04, \$1,915.79. 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 \$1,699.57 (\$44,188.82).

Pay Range 8LN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 21.79 | 24.77 |
| Biweekly | 1,743.35 | 1,981.44 |
| Annual | 45,327.10 | 51,517.44 |

| |
|------------------------|
| TIRE REPAIR WORKER III |
|------------------------|

Pay Range 8MN

Official Rate Biweekly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 23.25 | 26.67 |
| Biweekly | 1,859.93 | 2,133.76 |

| | | |
|--------|-----------|-----------|
| Annual | 48,358.18 | 55,477.76 |
|--------|-----------|-----------|

WATER DISTRIBUTION CHIEF REPAIR WORKER

Pay Range 8NN

Official Rate Hourly

| | |
|-----------------|-----------------|
| Hourly | 27.24 |
| Biweekly | 2,179.05 |
| Annual | 56,655.30 |

TRACTOR OPERATOR (UNDER 40 HP)

Pay Range 8ON

Official Rate Hourly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 27.93 | 28.25 |
| Biweekly | 2,234.12 | 2,259.98 |
| Annual | 58,087.12 | 58,759.48 |

**DIRECTIONAL BORING MACHINE OPERATOR/WORKER (40 H.P. AND OVER)
(4)
SNOW OPERATOR-LIGHT
TRACTOR, BULLDOZER, ENDLOADER, OR GRADER OPERATOR (1) (2) (3)
(4)**

- (1) An employee assigned to operate a snow blower mounted on a Grader or a Heavy Loader shall be paid \$28.97 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 \$28.97 an hour. (snow and ice control operation season)
- (3) An employee assigned to operate the skid steer loader with grinder attachment shall be paid \$27.24 per hour.
- (4) Recruitment is at \$28.25.

Pay Range 8PN

Official Rate Biweekly

| | |
|-----------------|-----------------|
| Hourly | 28.68 |
| Biweekly | 2,294.70 |

| | |
|--------|-----------|
| Annual | 59,662.20 |
|--------|-----------|

| |
|-----------------------|
| CLAMSHELL OPERATOR |
| CRANE OPERATOR |
| GRAD ALL OPERATOR (1) |
| ROLLER OPERATOR (2) |

- (1) An employee assigned to operate a Grad All shall be paid an additional thirty-five cents (\$0.35) per hour.
- (2) An employee assigned to operate the Backhoe shall be paid \$28.97 per hour.

Pay Range 8QN

Official Rate Hourly

| | | |
|-----------------|-----------------|-----------------|
| Hourly | 28.97 | 29.24 |
| Biweekly | 2,317.66 | 2,339.01 |
| Annual | 60,259.16 | 60,814.26 |

| |
|---------------------------|
| HARBOR CRANE OPERATOR (1) |
| SNOW OPERATOR-HEAVY |

- (1) Recruitment is at \$29.24.

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9AN

Official Rate Daily

| | |
|---------------|---------------|
| Daily: | 130.00 |
|---------------|---------------|

| |
|------------------------|
| ELECTION INSPECTOR (1) |
|------------------------|

- (1) Election Inspector to receive an additional \$15.00 for each instruction class attended prior to each election.

Pay Range 9BN

Official Rate Hourly

| | | |
|--------|------|------|
| Hourly | 7.76 | 9.06 |
|--------|------|------|

| | | |
|----------|-----------|-----------|
| Biweekly | 620.80 | 724.80 |
| Annual | 16,140.80 | 18,844.80 |

HIGH SCHOOL INTERN (1)

- (1) Salary advancements to the next increment to be after 520 hours of service upon recommendation by the department.

Pay Range 9CN

Official Rate Hourly

| | | |
|---------------|-------------|-------------|
| Hourly | 7.95 | 9.70 |
| Biweekly | 636.00 | 776.00 |
| Annual | 16,536.00 | 20,176.00 |

LIBRARY CIRCULATION AIDE (1)

- (1) Library Circulation Aides hired on or after February 26, 2006 shall advance to the next increment after 520 hours of successful service upon recommendation by the department. Library Circulation Aides hired prior to February 26, 2006, shall advance to the next increment after four months of successful service upon recommendation by the department.

Pay Range 9DN

Official Rate Daily

| | |
|---------------|---------------|
| Daily: | 160.00 |
|---------------|---------------|

CHIEF INSPECTOR (1)

- (1) Chief Inspector to receive an additional \$40.00 for initial five hour instruction class and an additional \$25.00 for each instruction class attended prior to each election.

Pay Range 9EN

Official Rate Hourly

| | | |
|---------------|-------------|--------------|
| Hourly | 9.20 | 10.74 |
| Biweekly | 736.00 | 859.20 |

| | | |
|--------|-----------|-----------|
| Annual | 19,136.00 | 22,339.20 |
|--------|-----------|-----------|

DOCUMENT SERVICES ASSISTANT (1) (2)

- (1) Salary advancements to next increment to be upon completion of 1,040 hours of work.
- (2) Recruitment may be up to \$9.68 with the approval of DER.

Pay Range 9FN

Official Rate Hourly

| | |
|---------------|--------------|
| Hourly | 12.64 |
| Biweekly | 1,011.20 |
| Annual | 26,291.20 |

TEMPORARY OFFICE ASSISTANT I (1)

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

Pay Range 9GN

Official Rate Hourly

| | | |
|---------------|--------------|--------------|
| Hourly | 12.32 | 13.00 |
| Biweekly | 985.60 | 1,040.00 |
| Annual | 25,625.60 | 27,040.00 |

- LEGISLATIVE SERVICES AIDE (1)
- SCHOOL CROSSING GUARD (2) (3) (4)
- SCHOOL CROSSING GUARD DISPATCHER (3) (4)
- SCHOOL CROSSING GUARD OPERATOR (2) (4)

- (1) Legislative Services Aides are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (2) Advances to the next increment after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.
- (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 \$14.78 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 \$15.60 per hour.
- (4) 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.

Pay Range 9HN

Official Rate Hourly

| | | |
|----------|-----------|-----------|
| Hourly | 11.97 | 13.57 |
| Biweekly | 957.60 | 1,085.60 |
| Annual | 24,897.60 | 28,225.60 |

URBAN FORESTRY INTERN (1)

- (1) Recruitment shall be at the beginning of the range. Employees who have completed one successful season of work in Forestry may advance to the second increment, upon recommendation by the Forestry Section.

Pay Range 9IN

Official Rate Hourly

| | | |
|----------|-----------|-----------|
| Hourly | 10.34 | 13.57 |
| Biweekly | 827.20 | 1,085.60 |
| Annual | 21,507.20 | 28,225.60 |

COLLEGE INTERN (1) (2) (3)

- (1) Salary advancements to next increment to be after 520 hours of service upon recommendation by the department.
- (2) With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.
- (3) With the approval of the Employee Relations Director, students with junior status may be appointed up to \$11.97 and students with senior status may be appointed up to \$13.57.

Pay Range 9JN

Official Rate Hourly

| | | |
|---------------|--------------|--------------|
| Hourly | 11.28 | 13.86 |
| Biweekly | 902.40 | 1,108.80 |
| Annual | 23,462.40 | 28,828.80 |

PRODUCTION ASSISTANT (1)

(1) Salary advancements to the next increment to be upon completion of 1,040 hours of work.

Pay Range 9KN

Official Rate Hourly

| | |
|---------------|--------------|
| Hourly | 14.68 |
| Biweekly | 1,174.40 |
| Annual | 30,534.40 |

TEMPORARY OFFICE ASSISTANT II (1)

(1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

Pay Range 9LN

Official Rate Hourly

| | |
|---------------|--------------|
| Hourly | 15.10 |
| Biweekly | 1,208.00 |
| Annual | 31,408.00 |

TEMPORARY ELECTION LABORER

TEMPORARY LANDSCAPE LABORER

Pay Range 9MN

Official Rate Hourly

| | | |
|---------------|--------------|--------------|
| Hourly | 12.73 | 15.79 |
| Biweekly | 1,018.40 | 1,263.20 |
| Annual | 26,478.40 | 32,843.20 |

POLICE TELECOMMUNICATOR (SEASONAL) (1) (2)

- (1) Employees to be advanced to the next increment after 520 hours of successful job experience.
- (2) Employees to be paid in the following range: \$1,018.40 to \$1,263.20.

Pay Range 9NN

Official Rate Hourly

| | | |
|---------------|--------------|--------------|
| Hourly | 13.15 | 15.63 |
| Biweekly | 1,052.00 | 1,250.40 |
| Annual | 27,352.00 | 32,510.40 |

ENGINEERING INSPECTION ASSISTANT (1)

TRAFFIC CONTROL ASSISTANT (1)

- (1) Freshmen are to be appointed at \$13.15. Sophomores, juniors, and seniors may be appointed up to \$15.63.

Pay Range 9ON

Official Rate Hourly

| | |
|---------------|--------------|
| Hourly | 16.69 |
| Biweekly | 1,335.20 |
| Annual | 34,715.20 |

TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I

TEMPORARY OFFICE ASSISTANT III (1)

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

Pay Range 9PN

Official Rate Hourly

| | | |
|---------------|--------------|--------------|
| Hourly | 14.28 | 17.96 |
| Biweekly | 1,142.40 | 1,436.80 |

| | | |
|--------|-----------|-----------|
| Annual | 29,702.40 | 37,356.80 |
|--------|-----------|-----------|

| |
|-------------------------|
| ACCOUNTING INTERN (1) |
| ENGINEERING INTERN (1) |
| GRADUATE INTERN (2) (3) |

- (1) Juniors may be appointed up to \$15.81. Students with senior status may be appointed up to \$17.96.
- (2) Graduate Interns are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (3) Graduate Interns attending law school may be hired up to \$15.81.

Pay Range 9QX

Official Rate Hourly

| | |
|----------|-----------|
| Hourly | 46.95 |
| Biweekly | 3,755.72 |
| Annual | 97,648.72 |

| |
|------------------------------|
| MUNICIPAL COURT COMMISSIONER |
|------------------------------|

Pay Range 9RX

Official Rate Hourly

| | |
|--------|-------|
| Hourly | 48.19 |
|--------|-------|

| |
|----------------------|
| FIRE MEDICAL OFFICER |
|----------------------|

SECTION 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

| | | |
|----------|--------|--------|
| Biweekly | 115.38 | 253.85 |
|----------|--------|--------|

| |
|--|
| CITY SERVICE COMMISSIONER (2) |
| FIRE AND POLICE COMMISSIONER (4) |
| MEMBER, BOARD OF REVIEW (3) |
| MEMBER, BOARD OF ZONING APPEALS (2) |
| MEMBER, CITY PLAN COMMISSION (1) |
| MEMBER, ERS ANNUITY AND PENSION BOARD (1) |
| MEMBER, STANDARDS AND APPEALS COMMISSION (1) |

- (1) Compensation is at \$115.38.
- (2) Compensation is at \$161.54.
- (3) Compensation is at \$244.23.
- (4) Compensation is at \$253.85.

Pay Range BC2

Official Rate Biweekly

| | |
|-----------------|-----------------|
| Hourly | 25.45 |
| Biweekly | 2,036.35 |
| Annual | 52,945.10 |

ADMINISTRATIVE OFFICER, BOZA (1)

- (1) To receive the same percentage increases as approved for officials and administrators.

SECTION 11: ELECTED OFFICIALS

Pay Range EOE

Official Rate Biweekly

| 2012-2016 Term | Rates for 2012 |
|--------------------------|----------------|
| MAYOR (1) (2) | \$5,666.76 |
| CITY ATTORNEY (3) (4) | \$5,666.75 |
| CITY TREASURER (5) (6) | \$4,386.14 |
| COMPTROLLER (7) (8) | \$4,831.04 |
| MUNICIPAL JUDGE (9) (10) | \$5,117.27 |
| ALDERMAN (11) (12) | \$2,816.24 |

- (1) At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor’s salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor’s salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor’s salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2011, the Mayor’s salary will remain at the 2008 rate of pay (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (2) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be \$5,666.76 biweekly \$147,335.76 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (3) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Attorney will be paid in the range of: \$4,426.35 to \$6,196.67 biweekly, \$115,085.10 to \$161,113.42 annually except that in no case shall the salary of any City official exceed that of the Mayor.
- (4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall

be \$5,666.75 biweekly, \$147,335.50 annually. (Per File #110993).

- (5) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Treasurer will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (6) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be \$4,386.14 biweekly, \$114,040 annually. (Per File #110993)
- (7) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the Comptroller will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (8) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be \$4,831.04 biweekly, \$125,607 annually. (Per File #110993)
- (9) The salary for Municipal Judges shall be \$5,117.27 biweekly, \$133,049.02 annually. Controlling Wis. Stat. 755.05.
- (10) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.
- (11) At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for Aldermen will remain at the 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (12) At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for the Common Council President the salary will remain at the 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary for members of the Common Council (Aldermen) shall be \$2,816.24 biweekly, \$73,222.24 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.
For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase be \$3,182.66 biweekly, \$82,749.16 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.

Part 2. Part 2, Section 2 of ordinance File Number 130419 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14- June 22, 2014):

Under Section 2, delete the second and third paragraphs 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 2014 Salary Ordinance includes general wage increases approved by the Common Council in 2014 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 22, 2014, will no longer be eligible for the 1.0% wage increase effective the pay period following the change in their residency status. Wages paid to employees who become non-residents shall be those rates that were in effect on June 8, 2014 (Pay Period 13, 2014).

The 2014 Salary Ordinance also authorizes a lump sum, non-base building, non-pensionable payment equivalent to 1.0% of wages earned by eligible non-represented and certain represented employees in accordance with Common Council action in 2014. This percentage payment shall be based upon an eligible employee's wages earned during a period of continuous residency commencing on or after Pay Period 2, 2014 (January 5, 2014) and continuing through Pay Period 13, 2014 (June 21, 2014); eligibility for such payment is contingent upon the employee's continued City of Milwaukee residency through the end of Pay Period 26, 2014 (December 20, 2014)."

Part 3. Part 2, Section 3 of ordinance File Number 130419 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14- June 22, 2014):

Under Section 3, add the sentence below in bold to the first paragraph to clarify that the Department of Employee Relations will determine the rates of pay for nonresident employees.

"Appointment to City positions shall be at the minimum rate in the range except as otherwise provided. The Department of Employee Relations will determine the rates of pay for nonresident employees. Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period."

Part 4. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.