



Legislation Details (With Text)

File #: 040883 **Version:** 2
Type: Ordinance **Status:** Passed
File created: 10/11/2004 **In control:** FINANCE & PERSONNEL COMMITTEE
On agenda: **Final action:** 12/21/2004
Effective date:

Title: Substitute ordinance to further amend the 2005 rates of pay of offices and positions in the City Service under control of the Common Council.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE

Attachments: 1. DER - 2005 Salary Ordinance correction.pdf, 2. Sub. 2 Changes to the 2005 Salary Ordinance resulting from Common Council budget amendment #80.pdf, 3. Publication on December 29, 2004.PDF

Date	Ver.	Action By	Action	Result	Tally
10/11/2004	0	COMMON COUNCIL	ASSIGNED TO		
12/15/2004	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
12/15/2004	1	CITY CLERK	DRAFT SUBMITTED		
12/21/2004	1	COMMON COUNCIL	SUBSTITUTED	Pass	15:0
12/21/2004	2	COMMON COUNCIL	PASSED	Pass	15:0
12/21/2004	2	CITY CLERK	DRAFT SUBMITTED		
12/23/2004	2	MAYOR	SIGNED		
12/29/2004	2	CITY CLERK	PUBLISHED		

040883

Substitute 2

040458

THE CHAIR

Substitute ordinance to further amend the 2005 rates of pay of offices and positions in the City Service under control of the Common Council.

Staff Nurses' Council, Local 195, IBEW, AFL-CIO, Joint Bargaining Unit Local 139, IUOE, AFL-CIO and Milwaukee District Council 48, AFSCME, AFL-CIO, Association of Scientific Personnel, Technicians Engineers and Architects of Milwaukee (TEAM), Management and Nonmanagement/Nonrepresented employees.

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

Part 1. Section 2 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Delete the current rates of pay for the pay ranges listed below and substitute the following rates:

Salary Grade 001

Official Rate-Biweekly

\$1,321.85	1,362.89	1,405.20	1,448.86	1,493.82	1,540.22
\$1,588.04	1,637.34	1,688.21	1,740.64	1,794.68	1,850.42

Salary Grade 002

Official Rate-Biweekly

\$1,408.56	1,452.30	1,497.40	1,543.89	1,591.81	1,641.25
\$1,692.24	1,744.79	1,798.96	1,854.82	1,912.40	1,971.69

Salary Grade 003

Official Rate-Biweekly

\$1,501.08	1,547.69	1,595.75	1,645.31	1,696.40	1,749.09
\$1,803.39	1,859.41	1,917.13	1,976.63	2,038.02	2,101.38

Salary Grade 004

Official Rate-Biweekly

\$1,600.17	1,649.85	1,701.09	1,753.92	1,808.37	1,864.52
\$1,922.41	1,982.15	2,043.67	2,107.12	2,172.57	2,240.20

Salary Grade 005

Official Rate-Biweekly

\$1,705.72	1,758.70	1,813.29	1,869.60	1,927.66	1,987.51
\$2,049.25	2,112.87	2,178.46	2,246.12	2,315.86	2,388.14

Salary Grade 006

Official Rate-Biweekly

\$1,817.85	1,874.29	1,932.48	1,992.50	2,054.38	2,118.16
\$2,183.94	2,251.74	2,321.69	2,393.77	2,468.09	2,545.23

Salary Grade 007

Official Rate-Biweekly

\$1,937.79	1,997.96	2,060.00	2,123.97	2,189.93	2,257.93
\$2,328.04	2,400.33	2,474.87	2,551.73	2,630.96	2,712.75

Salary Grade 008

Official Rate-Biweekly

\$2,064.86	2,128.99	2,195.11	2,263.28	2,333.53	2,406.01
\$2,480.71	2,557.74	2,637.17	2,719.07	2,803.51	2,890.69

Salary Grade 009

Official Rate-Biweekly

\$2,201.75	2,270.15	2,340.64	2,413.30	2,488.232,565.52
\$2,645.18	2,727.32	2,811.99	2,899.33	2,989.343,082.34

Salary Grade 010

Official Rate-Biweekly

\$2,346.43	2,419.29	2,494.45	2,571.87	2,651.742,734.10
\$2,818.99	2,906.54	2,996.79	3,089.84	3,185.773,285.05

Salary Grade 011

Official Rate-Biweekly

\$2,501.58	2,579.27	2,659.36	2,741.91	2,827.082,914.86
\$3,005.39	3,098.69	3,194.90	3,294.10	3,396.413,502.08

Salary Grade 012

Official Rate-Biweekly

\$2,665.84	2,748.62	2,833.97	2,921.97	3,012.703,106.24
\$3,202.73	3,302.16	3,404.72	3,510.43	3,619.443,732.16

Salary Grade 013

Official Rate-Biweekly

\$2,841.16	2,929.38	3,020.37	3,114.16	3,210.833,310.56
\$3,413.33	3,519.33	3,628.59	3,741.30	3,857.463,977.91

Salary Grade 014

Official Rate-Biweekly

\$3,028.88	3,122.93	3,219.90	3,319.87	3,422.973,529.26
\$3,638.87	3,751.85	3,868.35	3,988.46	4,112.314,240.59

Salary Grade 015

Official Rate Biweekly

\$3,228.33	3,328.55	3,431.93	3,538.51	3,648.353,761.67
\$3,878.46	3,998.89	4,123.08	4,251.12	4,383.114,519.54

Salary Grade 016

Official Rate-Biweekly

\$3,440.82	3,547.69	3,657.84	3,771.43	3,888.544,009.29
\$4,133.77	4,262.16	4,394.50	4,530.94	4,671.644,817.39

Salary Grade 017

Official Rate-Biweekly

\$3,667.61	3,781.53	3,898.95	4,020.02	4,144.824,273.56
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\$4,406.24	4,543.07	4,684.16	4,829.60	4,979.575,134.79
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Salary Grade 018

Official Rate-Biweekly

\$3,909.46	4,030.85	4,156.03	4,285.06	4,418.144,555.34
\$4,696.80	4,842.63	4,993.01	5,148.05	5,307.895,473.11

Salary Grade 019

Official Rate-Biweekly

\$4,166.96	4,296.35	4,429.76	4,567.30	4,709.154,855.39
\$5,006.14	5,161.58	5,321.87	5,487.13	5,657.505,833.55

Salary Grade 020

Official Rate-Biweekly

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

Part 2. Section 3 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2003 - December 22, 2002):

Under Pay Range 205, delete the paragraph referring to 2002 rates of pay for employees not represented by a certified bargaining unit.

Part 3. Section 3 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 (December 19, 2004):

Under Pay Range 215, delete the sixth pay range step of \$1,398.55.

Under Pay Range 230, add footnote designation "5/ after the title "Laborer (Electrical Services) and add footnote "5/" to read as follows: "One position filled by Wayne Johnson to be paid rates consistent with Pay Range 235."

Part 4. Section 4 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2003 - December 22, 2002):

Under Pay Ranges 329 and 330, delete the paragraph referring to 2002 rates of pay for employees not represented by a certified bargaining unit.

Part 5. Section 5 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2003 - December 22, 2002):

Under Pay Ranges 400, 404, 410, 415, 425, 435, 437, 445, 450, 455, 460 and 475, delete the paragraph referring to 2002 rates of pay for employees not represented by a certified bargaining unit.

Part 6. Section 5 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Under Pay Range 410, add footnote designation "8/" after the title "Office Assistant II" and add footnote "8/" to read as follows: "One position filled by Ron Wilson to be paid rates consistent with Pay Range 445."

Part 7. Section 8 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2003 - December 22, 2002):

Under Pay Ranges 500, 505, 508, 515, 525, 528, 530, 532, 535, 540, 545, 550, 555, 557, 591, 594 and 596, delete the paragraph referring to 2002 rates of pay for employees not represented by a certified bargaining unit.

Part 8. Section 8 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Under Pay Range 555, in footnote "2/", delete the M-1 rate of \$2,007.72 and substitute \$2,007.21.

Part 9. Section 10 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate the rates of pay shown for Pay Ranges 619 through 630 and substitute in lieu thereof the following new biweekly rates:

Pay Range 619

Official Rate - Biweekly

\$1,485.87	\$1,550.65	\$1,618.26	\$1,688.86	\$1,775.39
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Pay Range 620

Official Rate - Biweekly

\$1,550.65	\$1,618.26	\$1,688.86	\$1,762.47	\$1,839.34
\$1,919.54*	\$2,003.19*	\$2,103.53*		

*Technical "M" Ranges.

Pay Range 621

Official Rate - Biweekly

\$1,762.47	\$1,839.34	\$1,919.54	\$2,003.19	\$2,103.53
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Pay Range 622

Official Rate - Biweekly

\$1,839.34	\$1,919.54	\$2,003.19	\$2,090.59	\$2,181.73
\$2,276.86*	\$2,389.12*			

*Technical "M" Ranges.

Pay Range 624

Official Rate - Biweekly

\$1,762.47	\$1,839.34	\$1,919.54	\$2,003.19	\$2,103.53
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Pay Range 625**Official Rate - Biweekly**

\$1,956.91	\$2,050.81	\$2,149.30	\$2,252.45	\$2,360.53
\$2,473.86	\$2,592.59			

Pay Range 626**Official Rate - Biweekly**

\$2,003.19	\$2,090.59	\$2,181.73	\$2,276.86	\$2,389.12
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Pay Range 627**Official Rate - Biweekly**

\$2,181.73	\$2,276.86	\$2,376.17	\$2,479.71	\$2,600.77
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Pay Range 628**Official Rate - Biweekly**

\$2,276.09	\$2,376.17	\$2,479.71	\$2,587.82	\$2,713.62
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Pay Range 629**Official Rate - Biweekly**

\$2,276.09	\$2,376.25	\$2,480.80	\$2,589.97	\$2,703.91
\$2,822.89	\$2,947.09			

Pay Range 630**Official Rate - Biweekly**

\$2,587.82	\$2,700.66	\$2,818.45	\$2,941.33	\$3,082.57
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Part 10. Section 11 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate the rates of pay shown for Pay Ranges 635 through 646 and substitute the following in lieu thereof:

Pay Range 635**Official Rate - Biweekly**

\$1,305.51	1,333.71	1,365.39	1,398.73	1,433.811,497.14
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Pay Range 640**Official Rate - Biweekly**

\$1,393.29	1,433.34	1,478.86	1,527.68	1,578.38
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Pay Range 642**Official Rate - Biweekly**

\$1,633.12	1,692.69	1,756.88	1,824.40	1,885.481,980.37
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Pay Range 644

Official Rate - Biweekly

\$1885.48 1,951.84 2,018.06 2,105.59 2,193.30,291.08

Pay Range 646

Official Rate - Biweekly

\$2,105.59 2,193.30 2,291.08 2,366.68 2,444.78,525.45

Part 11. Section 12 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate the rates of pay shown for Pay Ranges 665 through 670 and substitute the following in lieu thereof:

Pay Range 665

Official Rate - Biweekly

\$1,390.45 1,441.87 1,495.12 1,550.48 1,612.48

Pay Range 666

Official Rate - Biweekly

\$1,612.48 1,676.98 1,744.07 1,813.83 1,886.38
\$1,924.28 1,980.08

Pay Range 670

Official Rate - Biweekly

\$1,959.47 2,035.89 2,115.28 2,197.78 2,283.49
\$2,372.55

Part 12. Section 12 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 2, 2005 - January 1, 2005):

Under Pay Range 666, footnote 2, add the following phrase to the end of Criterion Two: "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)".

Part 13. Section 14 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate the biweekly rates of pay shown for Pay Ranges 704 and 710 and substitute in lieu thereof the following biweekly rates of pay:

Pay Range 704

Official Rate - Biweekly

\$1,373.41 1,404.20 1,436.61 1,470.73 1,506.66

Pay Range 710

Official Rate - Biweekly

\$1,446.13 1,476.94 1,509.30 1,543.51 1,590.05

Part 14. Section 23 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Delete the current rates of pay for the pay ranges and footnotes listed below and substitute the following rates:

Pay Range 902

Official Rate-Hourly
6.92 7.508.09

Pay Range 906

Official Rate-Hourly
7.09 7.628.13 8.65

Pay Range 910

Official Rate-Hourly
9.23 10.67 12.11

Pay Range 918

Official Rate-Hourly
8.21 8.639.04 9.57

Pay Range 923

Official Rate-Hourly
9.45 9.8310.25 10.62

Pay Range 924

Official Rate-Hourly
10.06 11.98 12.37

Pay Range 925

Official Rate-Biweekly
792.75

Pay Range 926

Official Rate-Hourly
10.67 12.11

Pay Range 927

Official Rate-Hourly
11.74 12.80 13.95

Pay Range 929

Official Rate-Hourly:
10.99 11.60

Under Pay Range 929, in footnote "2/" delete the rates \$12.80 and \$13.51 and substitute the rates \$13.18 and \$13.92.

Pay Range 930

Official Rate-Hourly
12.74 14.11 16.03

Pay Range 931

Official Rate-Hourly
15.24 15.77 16.33

Pay Range 950

Official Rate-Hourly
42.94

Part 15. Section 24 of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate the rates of pay shown for Pay Ranges 956 through 962 and substitute the following in lieu thereof:

Pay Range 956

Official Rate - Hourly
\$24.30

Pay Range 957

Official Rate - Hourly
\$24.92

Pay Range 958

Official Rate - Hourly
\$26.09

Pay Range 960

Official Rate - Hourly
\$25.21

Pay Range 961

Official Rate - Hourly
\$25.85

Pay Range 962

Official Rate - Hourly
\$25.59

Part 16. Part II, Section 12. g of ordinance File Number 040458 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2005 - December 19, 2004):

Eliminate Section "g" Demotions in its entirety, and replace with the following:

g. Demotions: Demotions of management employees are under the authority of and administered by the Department of Employee Relations. In instances where a management employee disagrees with the salary determination associated with a demotion, he or she may appeal to the Employee Relations Director. Managers, who are demoted for any of the reasons stated below, will retain their last salary anniversary date for pay progression purposes.

The placement of the manager's salary in the new salary grade after the demotion will be determined as follows:

Type of Demotion	Reason for Demotion	Determination of Rate of Pay after Demotion
Involuntary demotion (disciplinary action issued by hiring authority)	Ineffective job performance (Includes Expiration of	Step in the lower salary grade that is at least 3% below the rate of pay received in the higher Exempt Appointment- Discharge)* salary grade prior to the demotion.
	Misconduct (Includes Expiration of Exempt Appointment- Discharge)*	Same relative step in the lower salary grade as had been the location in the higher level grade prior to the demotion.
Involuntary Demotion (due o factors outside the control of the manager)	Reclassification, reassignment, reduction in work force, or anticipation of such reduction. (Includes Expiration of Exempt Appointment- Separation)**	Step in the lower salary grade that is closest to rate of pay received prior to demotion without exceeding the prior rate or the maximum of the lower salary grade.
Voluntary Demotion	Career Change (Includes Expiration of Exempt Appointment- Resignation)***	Step in the lower salary grade that is at least 3% below the rate of pay received in the higher salary grade prior to the demotion.

* *Expiration of Exempt Appointment-Discharge-* involuntary expiration of exempt appointment by the hiring authority for disciplinary reasons including unsatisfactory performance or misconduct.

***Expiration of Exempt Appointment-Separation-* involuntary expiration of exempt appointment for reasons related to reclassification, reassignments, reductions in workforce or the anticipation of such reduction.

****Expiration of Exempt Appointment-Resignation* - voluntary resignation by exempt employee due to career change.

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

Part 18. The provisions of Parts 2, 4, 5 & 7 of this ordinance are deemed to have been in force and effect from and after Pay Period 1, 2003 (December 22, 2002).

The provisions of Parts 1, 3, 6, 8, 9, 10, 11, 13, 14, 15 & 16 of this ordinance are deemed to have been in force and effect from and after Pay Period 1, 2005 (December 19, 2004).

The provisions of Part 12 of this ordinance are deemed to have been in force and effect from and after Pay Period 2, 2005 (January 1, 2005).

Part 19. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
TJM
12/21/04