



Legislation Details (With Text)

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On agenda: **Final action:** 12/16/2014

Effective date:

Title: A substitute ordinance to further amend the 2015 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE

Attachments: 1. ERS Contribution Amendment & Fiscal Note, 2. Proposed Substitute A, 3. Hearing Notice List 11-18-14, 4. Notice Published on 1-9-15

Date	Ver.	Action By	Action	Result	Tally
9/23/2014	0	COMMON COUNCIL	ASSIGNED TO		
11/17/2014	1	CITY CLERK	DRAFT SUBMITTED		
11/18/2014	0	FINANCE & PERSONNEL COMMITTEE	HELD TO CALL OF THE CHAIR	Pass	5:0
12/10/2014	1	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
12/15/2014	2	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
12/15/2014	1	FINANCE & PERSONNEL COMMITTEE	SUBSTITUTED	Pass	5:0
12/16/2014	1	COMMON COUNCIL	PASSED	Pass	14:0
12/29/2014	1	MAYOR	SIGNED		
1/9/2015	1	CITY CLERK	PUBLISHED		

140856
SUBSTITUTE 2
140625
THE CHAIR

A substitute ordinance to further amend the 2015 rates of pay of offices and positions in the City Service.

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

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

Part 1. Part 1, Section 1 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1EX, delete footnote “(2)” and replace with:

“(2) Recruitment is at \$2,454.23 (\$63,809.98).”

Part 2. Part 1, Section 1 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 10, 2014 - April 27, 2014):

Under Pay Range 1FX, add designation “(5)” to “Building Construction Inspection Supervisor” with footnote “(5)” to read:

“(5) Recruitment is at \$2,655.24 (\$69,036.24).”.

Part 3. Part 1, Section 1 of ordinance File Number 140625 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):

Under Pay Range 1FX, change rate in footnote “(6)” to “\$2,681.79 (\$69,726.54)”.

Part 4. Part 1, Section 1 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2014 - November 23, 2014):

Under Pay Range 1BX, delete footnote “(4)” in its entirety and replace footnote “(4)” to read:

“(4) Recruitment is at \$2,371.17 (\$61,650.42).”.

Part 5. Part 1, Section 1 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 26, 2014 - December 7, 2014):

Under Pay Range 1FX, delete the title “Assessment Division Manager”.

Under Pay Range 1GX, add the title “Assessment Division Manager (3)” with footnote “(3)” to read:

“(3) Recruitment rate is at \$3,314.96 (\$86,188.96).”.

Part 6. Part 1, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2IX, delete footnote “(7)” and replace with:

“(7) Recruitment is at \$2,454.23 (\$63,809.98).”.

Part 7. Part 1, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 22, 2014 - October 12, 2014):

Under Pay Range 2KX, add the title “Assistant City Attorney II (5)” with footnote designation “(5)” to read:

“(5) Recruitment is at any rate in the Pay Range at the discretion of the City Attorney.”.

Under Pay Range 2MX, delete the title “Assistant City Attorney II (1)” and add the title “Assistant City Attorney III (1)”.

Under Pay Range 2OX, add the title “Assistant City Attorney IV (3)” with footnote designation “(3)” to read:

“(3) Recruitment is at any rate in the Pay Range at the discretion of the City Attorney.”.

Under Pay Range 2QX, delete the title “Assistant City Attorney III (1)” and add the title “Assistant City Attorney V (1)”.

Part 8. Part 1, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2015 - December 21, 2014):

Under Pay Range 2EN, attach designation “(16)” to the title “Special Enforcement Inspector” with footnote “(16)” to read:

“(16) An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% while performing those functions.”

Part 9. Part 1, Section 3 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2015 - December 21, 2014):

Under Pay Range 3ON, remove designation “(1)” from the title “Electrical Inspector I” and add designation “(5)” to the title “Electrical Inspector I” with footnote “(5)” to read:

“(5) Recruitment may be at any rate in the pay range with DER approval.”.

Under Pay Range 3QN, remove designation “(5)” from the title “Electrical Inspector II”, and add designation “(6)” to the title “Electrical Inspector II” with footnote “(6)” to read:

“(6) Recruitment minimum is \$2,313.33 (\$60,146.58) but may be at any rate in the pay range with DER approval.”.

Part 10. Part 1, Section 6 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 22, 2014 - October 12, 2014):

Under Pay Range 6FN, delete the title “Legal Office Assistant I (9)”.

Under Pay Range 6IN, delete the title “Legal Office Assistant II (1)” and delete footnote “(1)”.

Under Pay Range 6JN, add the title “Legal Office Assistant (4)” with footnote “(4)” to read:

“(4) Recruitment is at \$1,523.51 (\$39,611.26). Rate is \$1,569.22 (\$40,799.72) upon completion of probation.”.

Under Pay Range 6KN, delete the title “Legal Office Assistant III”.

Under Pay Range 6LN, add the title “Legal Office Assistant-Senior (1)” with footnote “(1)” to read:

“(1) Recruitment is at \$1,653.85 (\$43,000.10).”.

Under Pay Range 6MN, delete the title “Legal Office Assistant IV”.

Under Pay Range 6NN, add the title “Legal Office Assistant-Lead (4)”.

Part 11. Part 1, Section 6 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2015 - December 21, 2014):

Under Pay Range 6FN, delete the title “Police Telecommunicator (6)(8)” and footnote “(8)” in its entirety.

Under Pay Range 6GN, add the title “Police Telecommunicator (8)(9)” with the footnotes to read as follows:

“(8) Recruitment is at \$1,394.31 (\$36,252.06) with a 3.5% probationary increment of \$1,443.11 (\$37,520.86).”

“(9) 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.”.

Under Pay Range 6HN, delete the title “Lead Police Telecommunicator (7)” and footnote “(7)” in its entirety.

Under Pay Range 6IN, add the title “Lead Police Telecommunicator (4)” with footnote “(4)” to read as follows:

“(4) Recruitment is at \$1,582.35 (\$41,141.10).”.

Under Pay Range 6NN, delete footnote “(3)” and replace with the following footnote:

“(3) Employees to be paid in the following range effective Pay Period 1, 2015: \$1,603.38 to \$1,894.21 (\$41,687.88 to \$49,249.46) with a 3.5% probationary increment of \$1,659.50 (\$43,147.00).”

Part 12. Part 1, Section 8 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 8DN, add designation “(13)” to “Sanitation Yard Attendant” and add designation “(12)” to “City Laborer.

Under Pay Range 8EN, delete entire Pay Range and replace as follows:

“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 (5)
CART MAINTENANCE TECHNICIAN (3)
CUSTODIAL WORKER III (4) (6)
DELIVERY DRIVER
HYDRANT SERVICE WORKER (6)
LABORATORY ASSISTANT II
LABORER (ELECTRICAL SERVICES) (1) (4) (6)
SEWER LABORER I (4) (6)
SPECIAL SERVICE LABORER (6)
URBAN FORESTRY LABORER (2) (6)
WATER DISTRIBUTION LABORER (4) (6)

- (1) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (2) 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.
- (3) Recruitment is at \$1,458.61 (\$37,923.86).

- (4) An employee given a promotional emergency or temporary appointment to this title to be paid at \$1,442.40, \$1471.22, \$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.
- (5) Recruitment is at \$1,348.21 (\$35,053.46).
- (6) Recruitment is at \$1,442.40 (\$37,502.40). “

Under Pay Range 8ON, delete the title “Harbor Crane Operator (1)” and add the title “Directional, Boring Machine Operator/Worker (40 H.P. and over) (2)” with footnote “(2)” to read:

“(2) Recruitment is at \$28.25.”

Under Pay Range 8PN, delete official rates in box and replace as follows:

“Hourly 29.03, Biweekly 2,322.40, Annual 60,382.40”.

Delete footnote “(1)” in its entirety and replace with:

“(1) Employees to be paid in this title when operating the Backhoe, Bulldozer (demolition), Endloader (General Ice Control/Snow Removal), Excavator (demolition), Gradall, Grinder, or Prentice Log Loader (PP25 - PP8).”

Part 13. Part 1, Section 8 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 25, 2014 - November 23, 2014):

Under Pay Range 8IN, delete the title “Water Distribution Repair Worker II” and footnote “(1)” in its entirety.

Under Pay Range 8LN, add the title “Water Repair Worker (1)(2)” with the footnotes to read:

“(1) Attain and maintain Class A CDL to be paid an additional 1% biweekly.”

“(2) Operate Hydro-Vac to be paid an additional 2% biweekly.”.

Under Pay Range 8MN, delete the title “Water Distribution Chief Repair Worker”.

Under Pay Range 8PN, add the title “Water Chief Repair Worker (2)” with footnote “(2)” to read:

“(2) Attain and maintain Class A CDL to be paid an additional 1% biweekly.”.

Part 14. Part 2, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2015 - December 21, 2014):

Under “Part II, Administration, Section 2 - Rates of Pay; B. Intent”, add the following:

“The 2015 Salary Ordinance includes language authorizing salary adjustments for general city employee members of the employees’ retirement system who are initially required to contribute 5.5% of their earnable compensation to the employees’ retirement system as a result of Common Council File #110740. Such adjustments are not considered general wage increases and therefore are not reflected in pay range minimums, maximums, footnotes, and/or increments. Specific provisions regarding the amount of the adjustments, eligibility considerations and the effective dates are included under Section 5-Salary Adjustments. The Department of Employee Relations is responsible for developing procedures and guidelines to administer such salary adjustments.”

Part 15. Part 2, Section 5 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 22, 2014 - October 12, 2014):

Under “Part II, Administration, Section 5 - Salary Adjustments”, add the following:

“G. Merit Adjustments: The City Attorney is authorized to create a merit pay plan for Assistant City Attorneys. Salary adjustments based on merit shall not exceed 4% of an eligible employee’s salary. Merit adjustment for eligible employees shall be contingent upon the availability of funds within the City Attorney’s Office budget as determined by the Budget and Management Analysis Division.”

Part 16. Part 2, Section 5 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2015 - December 21, 2014):

H. Effective Pay Period 4, 2015 (February 1, 2015), general city employees enrolled as members of the employees’ retirement system prior to January 1, 2014, and who are initially required to contribute 5.5% of their earnable compensation to the employees’ retirement system as a result of Common Council File #110740, shall be eligible for a biweekly base salary adjustment of 3.9% except as provided under I.

I. Effective Pay Period 4, 2015 (February 1, 2015), general city employees enrolled as members of the employees’ retirement system on or after January 1, 2000, and who as a result of Common Council File #110740 are initially required to contribute 5.5% of their earnable compensation to the employees’ retirement system in lieu of the 1.6% contribution during the first eight years of ERS enrollment, shall be eligible for a base salary adjustment of 1.45%. Effective the Pay Period following the date the 1.6% contributions would have ended, employees covered by this provision shall receive a salary adjustment equivalent to 2.45% of the hourly base rate (hourly employees) or the biweekly base salary (salaried employees) that was in effect immediately prior to application by the City of the 1.45% adjustment referred in this subsection (I).”

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

Part 18. The provisions of Part 2 of this ordinance are deemed to be in force and effect from and after Pay Period 10, 2014 (April 27, 2014).

Part 19. The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2014 (June 22, 2014).

Part 20. The provisions of Parts 7, 10 and 15 of this ordinance are deemed to be in force and effect from and after Pay Period 22, 2014 (October 12, 2014).

Part 21. The provisions of Part 4 and 13 of this ordinance are deemed to be in force and effect from and after Pay Period 25, 2014 (November 23, 2014).

Part 22. The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 26, 2014 (December 7, 2014).

Part 23. The provisions of Parts 8, 9, 11, 14, and 16 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2015 (December 21, 2014).

The provisions of all other parts of this ordinance are deemed to be in force and effect from and after its passage and publication.

Part 24. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
12/13/14

Technical Corrections 12/19/14 Chris Lee