



Legislation Details (With Text)

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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. Notice Published on 7-10-15

| Date | Ver. | Action By | Action | Result | Tally |
|-----------|------|-------------------------------|-------------------------|--------|-------|
| 6/2/2015 | 0 | COMMON COUNCIL | ASSIGNED TO | | |
| 6/15/2015 | 1 | CITY CLERK | DRAFT SUBMITTED | | |
| 6/17/2015 | 0 | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR PASSAGE | Pass | 5:0 |
| 6/23/2015 | 1 | COMMON COUNCIL | PASSED | Pass | 12:0 |
| 7/2/2015 | 1 | MAYOR | SIGNED | | |
| 7/10/2015 | 1 | CITY CLERK | PUBLISHED | | |

150261
Substitute 1
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 1CX, correct the title “Water Services Billing Supervisor” to read “Water Billing Supervisor”.

Part 2. 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 2HX, add the title “Staff Assistant to the Mayor - Senior”.

Part 3. 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 14, 2015 - June 21, 2015):

Under Pay Range 2DN, delete footnote “(11)” and replace with:

“(11) Recruitment is at \$2,040.16 (\$53,044.16).”

Part 4. Part 1, Section 7 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 7QN, delete footnote “(2)” and replace as follows:

“(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 \$2,799.20.”.

Part 5. 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:

Under “Section 5 - Salary Adjustments, A. Promotions, Reclassifications, and Reallocations:”, delete all paragraphs in their entirety and replace with the following:

“A. Promotions, Reclassifications, and Reallocations: Appointment of a person in the service of the City to a reclassified position (title change and pay range change) or promotion to a position with a higher pay range maximum, (including promotion after underfill) shall be at 5% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate whichever is greatest. Appointment to a position in a pay range with a lower maximum rate but with a higher minimum rate may be considered a promotion for pay administration purposes as determined by Employee Relations.

A promotion into a classification designated as Leadership (limited to Department Heads and Deputies, Public Officials appointed pursuant to section 62.51 of the Wisconsin State Statutes, and Department of Public Works Division Directors) shall be at 7% above the rate currently received or the minimum of the new salary range, whichever is greater.

The Department of Employee Relations shall certify and authorize the salary rates after promotions. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered. At no time shall the rate after promotion exceed the maximum of the range unless otherwise authorized by the Pension Offset Guidelines developed by the Department of Employee Relations to implement Common Council File #140856.”.

Under paragraph “H.”, delete the paragraph in its entirety and replace with the following:

“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% to their earnable compensation to the employees’ retirement system as a result of Common Council File #110740, shall be eligible for a salary adjustment equivalent to 3.9% of the base rate that was in effect at the end of Pay Period 3, 2015, except as provided under subsection (I).”.

Under paragraph “I.”, delete the paragraph in its entirety and replace with the following:

“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 that is equivalent to 1.45% of the base rate that was in effect at the end of Pay Period 3, 2015. Effective the Pay Period following the date the 1.6% contributions would have ended, employees covered by this provision may be eligible for a salary adjustment equivalent to 2.45% of the base salary that was in effect at the end of Pay Period 3, 2015 unless otherwise provided by Pension Offset Guidelines as developed by the Department of Employee Relations.”.

Part 6. Part 2, 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:

Under “Section 6 - Demotions, B. Voluntary Demotions (Career Change):” delete the paragraph in its entirety and replace with the following:

“B. Voluntary Demotions (Career Change): The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is lower. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the voluntary demotion. When the demotion is to a position previously held, the employee shall revert to the rate of pay that represents the rate of pay in effect prior to the promotion.”.

Under “C. Disciplinary Demotions:”, delete the paragraph in its entirety and replace with the following:

“C. Disciplinary Demotions: A decrease in pay of 5%, or a decrease in pay of 7% if the demotion is from a position designated as Leadership, or the maximum of the new pay range, whichever is lower. Under no circumstances should the rate after the demotion exceed the maximum of the range. When the demotion is to a position previously held the employee shall revert to the rate of pay that represents the rate of pay in effect prior to the promotion.”.

Delete **“D. Eligibility for Special Attainment Steps after a Demotion:”** and its paragraph in its entirety.

Part 7. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 8. The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2015 (June 21, 2015).

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

City Clerk's Office
Chris Lee
06/15/15