



Legislation Details (With Text)

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|------------------------|---|----------------------|----------------|
| File #: | 201606 | Version: | 1 |
| Type: | Ordinance | Status: | Passed |
| File created: | 3/23/2021 | In control: | COMMON COUNCIL |
| On agenda: | | Final action: | 4/13/2021 |
| Effective date: | | | |
| Title: | A substitute ordinance to further amend the 2021 rates of pay of offices and positions in the City Service. | | |
| Sponsors: | THE CHAIR | | |
| Indexes: | SALARY ORDINANCE | | |
| Attachments: | 1. Actual Salary Ordinance Changes | | |

| Date | Ver. | Action By | Action | Result | Tally |
|-----------|------|-------------------------------|-------------------------|--------|-------|
| 3/23/2021 | 0 | COMMON COUNCIL | ASSIGNED TO | | |
| 4/6/2021 | 1 | CITY CLERK | DRAFT SUBMITTED | | |
| 4/8/2021 | 1 | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR PASSAGE | Pass | 5:0 |
| 4/13/2021 | 1 | COMMON COUNCIL | PASSED | Pass | 15:0 |
| 4/19/2021 | 1 | MAYOR | SIGNED | | |
| 4/30/2021 | 1 | CITY CLERK | PUBLISHED | | |

201606
SUBSTITUTE 1
200536, 201604, 201605, 201633

THE CHAIR

A substitute ordinance to further amend the 2021 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments:
Department of Administration (Office of the Director), Health Department, Library, Police Department, Port Milwaukee, Department of Public Works (Infrastructure Services Division, Water Works)

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

Part 1. Part 1, Section 1 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1GX, amend footnotes “(1)”, “(4)”, and “(11)” to read as follows:

“(1) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

“(4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,382.05 |
| Annual | 87,933.30” |

“(11) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

Under Pay Range 1HX, add footnote designations “(6)” and “(12)” to the titles of “Electrical Services Manager - Senior (4)(10)” and “Library Facilities Manager (4)(10)”, create new footnotes “(6)” and “(12)”, renumber footnotes accordingly, amend footnote “(4)”, and amend newly renumbered footnote “(10)” to read as follows:

“(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

“(10) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(12) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

Under Pay Range 1IX, add footnote designations “(10)” and “(20)” to title of “Water Plants Operation Manager (8)(18)”, create new footnotes “(10)” and “(20)”, renumber footnotes accordingly, amend footnotes “(5)” and “(8)”, and amend newly renumbered footnotes “(15)” and “(18)” to read as follows:

“(5) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(8) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

“(15) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(18) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(20) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive

an additional \$120 per pay period.”

Under Pay Range 1JX, remove footnote designations “(3)” and “(6)” from and add footnote designations “(4)” and “(9)” to the title of “Civil Engineer V”, add footnote designations “(5)” and “(10)” to the title of “Electrical Services Operations Manager (3)(8)”, create new footnotes “(4)”, “(5)”, “(9)” and “(10)”, renumber footnotes accordingly, and amend footnotes “(3)” and “(8)” to read as follows:

“(3) Recruitment is at the following rate and may be at any point in the range with DER approval.

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(4) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(5) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

“(8) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(9) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(10) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

Under Pay Range 1KX, add footnote designations “(4)” and “(8)” to the title of “Water Plants Manager (2)(6)”, create new footnotes “(4)” and “(8)”, renumber footnotes accordingly, amend footnotes “(2)” and “(3)”, amend newly renumbered footnotes “(6)” and “(7)” to read as follows:

“(2) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(3) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|------------|
| Biweekly | 3,476.88 |
| Annual | 90,398.88” |

“(4) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

“(6) Recruitment is at the following rate and may be at any point in the range with DER approval:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(7) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

| | |
|----------|------------|
| Biweekly | 3,581.19 |
| Annual | 93,110.94” |

“(8) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional \$120 per pay period.”

Part 2. Part 1, Section 1 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2021 - December 27, 2020):

Under Pay Range 1GX, delete the title of “Small Business Development Director”.

Under Pay Range 1IX, add the title of “Chief Equity Officer (9) (19)”, create footnotes “(9)” and “(19)”, and renumber footnotes accordingly to read as follows:

“(9) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,517.97 |
| Annual | 91,467.22 |

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.”

“(19) Recruitment is at:

| | |
|----------|-----------|
| Biweekly | 3,623.51 |
| Annual | 94,211.26 |

and may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.”

Part 3. Part 1, Section 1 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 7, 2021 - March 21, 2021):

Under Pay Range 1JX, delete the title of “Street and Bridges Services Manager” and add the title of “Street Services Manager (4) (9)”.

Under Pay Range 1IX, add footnote designations “(5)” and “(15)” to the titles of “Bridge Maintenance Manager” and “Sewer Services Manager”.

Part 4. Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2DN, delete the title of “Lead Risk Assessor III (7) (26)”.

Under Pay Range 2GN, amend footnotes “(11)” and “(24)” to read as follows:

(11) Minimum recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,202.69 |
| Annual | 57,269.94 |

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.”

“(24) Minimum recruitment is at:

| | |
|----------|-----------|
| Biweekly | 2,268.77 |
| Annual | 58,988.02 |

An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as ‘Operator in Charge’ by a manager to be paid an addition 7% while performing that function. An employee assigned as ‘Operator in Charge’ and to peer training by a manager to be paid an additional 12% of their base rate while performing those functions. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.”

Part 5. Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2021 - December 27, 2020):

Under Pay Range 2GX, add the title of “Business Inclusion Program Coordinator (8) (18)”.

Part 6. Part 1, Section 2 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 7, 2021 - March 21, 2021):

Under Pay Range 2IN, remove footnote designations “(3)” and “(7)” from and add footnote designations “(5)” and “(10)” to the title of ‘Architect III (3) (7)’, create footnotes “(5)” and “(10)”, and renumber footnotes accordingly to read as follows:

“(5) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect License to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2743.19 |
| Annual | 71,322.94” |

“(10) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect license to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2825.49 |
| Annual | 73,462.74” |

Under Pay Range 2GN, remove footnote designations “(4)” and “(16)” from and add footnote designations “(13)” and “(26)” the title of “Architectural Designer II (4) (16)”, create footnotes “(13)” and “(26)”, and renumber footnotes accordingly to read as follows:

“(13) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect license to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2,493.81 |
| Annual | 64,839.06” |

“(26) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect license to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2,568.62 |
| Annual | 66,784.12” |

Under Pay Range 2EN, remove footnote designations “(1)” from and add footnote designation “(34)” to the title of “Architectural Designer I (1) (17)”, create footnotes “(17)” and “(34)”, and renumber footnotes accordingly to read as follows:

“(17) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect license to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2,267.08 |
| Annual | 58,944.08” |

“(34) Recruitment is at the following rate and may be at any point in the range with the approval of DER. An employee possessing a Registered Architect license to be paid an additional 3%.

| | |
|----------|------------|
| Biweekly | 2,335.09 |
| Annual | 60,712.34” |

Part 7. Part 1, Section 3 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 3MN, delete the title of “Lead Risk Assessor II (4) (8)”, add the title of “Lead Risk Assessor II (4) (8)”, and replace the tables under footnote “(4)” and “(8)” with the following tables respectively:

| | |
|-----------|------------|
| “Biweekly | 2,030.68 |
| Annual | 52,797.68” |

| | |
|-----------|------------|
| “Biweekly | 2,091.60 |
| Annual | 54,381.60” |

Under Pay Range 3LN, replace the table under footnote “(14)” with the following table:

| | |
|-----------|------------|
| “Biweekly | 1,954.77 |
| Annual | 50,824.02” |

Part 8. Part 1, Section 4 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 8, 2021 - April 4, 2021):

Under Pay Ranges 831 through 842 delete the current rates of pay and certain footnotes and substitute therefor the following rates of pay and footnotes for those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement will receive the following rates of pay:

4G-Pay Range 831

Official Rate Biweekly

| |
|---|
| POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) |
|---|

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 39.96 | 41.47 | 43.04 | 44.67 | 46.36 | 48.12 |
| Biweekly | 3,197.18 | 3,317.61 | 3,443.01 | 3,573.30 | 3,708.83 | 3,849.85 |
| Annual | 83,355.05 | 86,494.83 | 89,764.19 | 93,161.03 | 96,694.49 | 100,371.09 |

(1) Associate's Degree - (an employee who has attained and maintained)

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 40.23 | 41.73 | 43.30 | 44.93 | 46.62 | 48.38 |
| Biweekly | 3,218.04 | 3,338.52 | 3,463.88 | 3,594.21 | 3,729.70 | 3,870.73 |
| Annual | 83,898.90 | 87,039.98 | 90,308.30 | 93,706.19 | 97,238.61 | 100,915.46 |

(2) Bachelor's Degree - (an employee who has attained and maintained)

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 40.55 | 42.06 | 43.62 | 45.25 | 46.95 | 48.71 |
| Biweekly | 3,244.14 | 3,364.63 | 3,489.97 | 3,620.30 | 3,755.82 | 3,896.84 |
| Annual | 84,579.36 | 87,720.71 | 90,988.50 | 94,386.39 | 97,919.59 | 101,596.18 |

(3) Master's Degree or Higher - (an employee who has attained and maintained)

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 40.68 | 42.19 | 43.76 | 45.38 | 47.08 | 48.84 |
| Biweekly | 3,254.61 | 3,375.07 | 3,500.43 | 3,630.76 | 3,766.28 | 3,907.27 |
| Annual | 84,852.33 | 87,992.89 | 91,261.21 | 94,659.10 | 98,192.30 | 101,868.11 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly 37.77

39.2040.684

2.2243.8245

.49

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,021.90 | 3,135.76 | 3,254.27 | 3,377.43 | 3,505.51 | 3,638.80 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Annual | 78,785.25 | 81,753.74 | 84,843.47 | 88,054.42 | 91,393.65 | 94,868.71 |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|

(4) Associate's Degree - (an employee who has attained and maintained)

Hourly 38.02

39.4440.924

2.4644.0745

.73

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,041.61 | 3,155.48 | 3,273.99 | 3,397.15 | 3,525.26 | 3,658.53 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Annual | 79,299.12 | 82,267.87 | 85,357.59 | 88,568.55 | 91,908.56 | 95,383.10 |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|

(5) Bachelor's Degree - (an employee who has attained and maintained)

Hourly 38.33

39.7541.234

2.7744.3746

.04

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,066.30 | 3,180.19 | 3,298.65 | 3,421.85 | 3,549.94 | 3,683.21 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Annual | 79,942.82 | 82,912.09 | 86,000.52 | 89,212.52 | 92,552.01 | 96,026.54 |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|

(6) Master's Degree or Higher - (an employee who has attained and maintained)

Hourly 38.45

39.8841.364

2.9044.5046

.16

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,076.21 | 3,190.04 | 3,308.52 | 3,431.72 | 3,559.79 | 3,693.08 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Annual | 80,201.19 | 83,168.90 | 86,257.84 | 89,469.84 | 92,808.81 | 96,283.87 |
|--------|-----------|-----------|-----------|-----------|-----------|-----------|

(7) Recruitment to be at the 4th step.

(8) 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.

4G-Pay Range 831D

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the

City/MPSO labor agreement:

| | | | | |
|-----|---|-----------------|-----------------|-----------------|
| | <u>Steps</u> | <u>4</u> | <u>5</u> | <u>6</u> |
| | Hourly | 45.35 | 47.10 | 48.92 |
| | Biweekly | 3,627.79 | 3,767.85 | 3,913.62 |
| | Annual | 94,581.67 | 98,233.23 | 102,033.66 |
| (1) | <u>Associate's Degree</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 45.62 | 47.37 | 49.19 |
| | Biweekly | 3,649.56 | 3,789.65 | 3,935.38 |
| | Annual | 95,149.24 | 98,801.59 | 102,600.98 |
| (2) | <u>Bachelor's Degree</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 45.96 | 47.71 | 49.53 |
| | Biweekly | 3,676.81 | 3,816.86 | 3,962.63 |
| | Annual | 95,859.69 | 99,510.99 | 103,311.42 |
| (3) | <u>Master's Degree or Higher</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 46.10 | 47.85 | 49.67 |
| | Biweekly | 3,687.71 | 3,827.74 | 3,973.52 |
| | Annual | 96,143.87 | 99,794.65 | 103,595.34 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

| | | | | |
|-----|---|-----------------|-----------------|-----------------|
| | <u>Steps</u> | <u>4</u> | <u>5</u> | <u>6</u> |
| | Hourly | 43.07 | 44.73 | 46.46 |
| | Biweekly | 3,445.40 | 3,578.41 | 3,716.87 |
| | Annual | 89,826.50 | 93,294.26 | 96,904.11 |
| (4) | <u>Associate's Degree</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 43.33 | 44.99 | 46.72 |
| | Biweekly | 3,466.08 | 3,599.12 | 3,737.53 |
| | Annual | 90,365.66 | 93,834.20 | 97,442.74 |
| (5) | <u>Bachelor's Degree</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 43.65 | 45.31 | 47.04 |
| | Biweekly | 3,491.95 | 3,624.96 | 3,763.40 |
| | Annual | 91,040.12 | 94,507.88 | 98,117.21 |
| (6) | <u>Master's Degree or Higher</u> - (an employee who has attained and maintained) | | | |
| | Hourly | 43.78 | 45.44 | 47.17 |
| | Biweekly | 3,502.30 | 3,635.30 | 3,773.75 |
| | Annual | 91,309.96 | 94,777.46 | 98,387.05 |

(7) Recruitment to be at the 4th step.

(8) 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.

- (9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised.

4I-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 43.13 | 44.80 | 46.53 | 48.33 | 50.20 | 52.15 |
| Biweekly | 3,450.51 | 3,583.75 | 3,722.39 | 3,866.46 | 4,016.35 | 4,172.02 |
| Annual | 89,959.72 | 93,433.48 | 97,048.02 | 100,804.13 | 104,711.98 | 108,770.52 |

(1) Associate's Degree - (an employee has attained and maintained)

Hourly 43.39

45.0546.794

8.5950.4652

.41

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,471.08 | 3,604.28 | 3,742.91 | 3,887.00 | 4,036.92 | 4,192.59 |
| Annual | 90,496.01 | 93,968.73 | 97,583.01 | 101,339.64 | 105,248.27 | 109,306.81 |

(2) Bachelor's Degree - (an employee has attained and maintained)

Hourly 43.71

45.3747.114

8.9150.7852

.73

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,496.75 | 3,629.96 | 3,768.59 | 3,912.69 | 4,062.56 | 4,218.25 |
| Annual | 91,165.27 | 94,638.24 | 98,252.52 | 102,009.42 | 105,916.74 | 109,975.80 |

(3) Master's Degree or Higher - (an employee has attained and maintained)

Hourly 43.84

45.5047.244

9.0450.9152

.86

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,507.00 | 3,640.20 | 3,778.85 | 3,922.92 | 4,072.85 | 4,228.49 |
| Annual | 91,432.50 | 94,905.21 | 98,520.02 | 102,276.13 | 106,185.02 | 110,242.77 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly 40.77
42.3443.984
5.6847.4549
.29

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,261.36 | 3,387.30 | 3,518.34 | 3,654.50 | 3,796.17 | 3,943.32 |
| Annual | 85,028.31 | 88,311.75 | 91,728.15 | 95,278.03 | 98,971.57 | 102,807.98 |

(4) Associate's Degree - (an employee has attained and maintained)

Hourly 41.01
42.5844.224
5.9247.7049
.53

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,280.80 | 3,406.70 | 3,537.73 | 3,673.89 | 3,815.61 | 3,962.73 |
| Annual | 85,535.14 | 88,817.53 | 92,233.67 | 95,783.56 | 99,478.40 | 103,314.03 |

(5) Bachelor's Degree - (an employee has attained and maintained)

Hourly 41.31
42.8944.524
6.2348.0049
.84

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,305.06 | 3,430.95 | 3,561.98 | 3,698.18 | 3,839.84 | 3,987.00 |
| Annual | 86,167.63 | 89,449.77 | 92,865.91 | 96,416.83 | 100,110.11 | 103,946.78 |

(6) Master's Degree or Higher - (an employee has attained and maintained)

Hourly 41.43
43.0144.654
6.3548.1249
.96

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,314.77 | 3,440.65 | 3,571.69 | 3,707.87 | 3,849.57 | 3,996.70 |
| Annual | 86,420.79 | 89,702.66 | 93,119.06 | 96,669.47 | 100,363.79 | 104,199.68 |

4L-Pay Range 836

Official Rate Biweekly

| |
|---|
| ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8) |
|---|

| |
|---|
| POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8) |
|---|

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 44.80 | 46.53 | 48.33 | 50.20 | 52.15 | 54.18 |
| Biweekly | 3,583.75 | 3,722.39 | 3,866.46 | 4,016.35 | 4,172.02 | 4,334.13 |
| Annual | 93,433.48 | 97,048.02 | 100,804.13 | 104,711.98 | 108,770.52 | 112,996.96 |

(1) Associate's Degree - (an employee attained and maintained)

Hourly45.05
46.7948.595
0.4652.4154
.43

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,604.28 | 3,742.91 | 3,887.00 | 4,036.92 | 4,192.59 | 4,354.68 |
| Annual | 93,968.73 | 97,583.01 | 101,339.64 | 105,248.27 | 109,306.81 | 113,532.73 |

(2) Bachelor's Degree - (an employee attained and maintained)

Hourly45.37
47.1148.915
0.7852.7354
.75

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,629.96 | 3,768.59 | 3,912.69 | 4,062.56 | 4,218.25 | 4,380.35 |
| Annual | 94,638.24 | 98,252.52 | 102,009.42 | 105,916.74 | 109,975.80 | 114,201.98 |

(3) Master's Degree or Higher - (an employee attained and maintained)

Hourly45.50
47.2449.045
0.9152.8654
.88

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,640.20 | 3,778.85 | 3,922.92 | 4,072.85 | 4,228.49 | 4,390.64 |
| Annual | 94,905.21 | 98,520.02 | 102,276.13 | 106,185.02 | 110,242.77 | 114,470.25 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly42.34
43.9845.684
7.4549.2951
.21

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,387.30 | 3,518.34 | 3,654.50 | 3,796.17 | 3,943.32 | 4,096.53 |
| Annual | 88,311.75 | 91,728.15 | 95,278.03 | 98,971.57 | 102,807.98 | 106,802.39 |

(4) Associate's Degree - (an employee attained and maintained)

Hourly42.58
44.2245.924
7.7049.5351
.45

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,406.70 | 3,537.73 | 3,673.89 | 3,815.61 | 3,962.73 | 4,115.94 |
| Annual | 88,817.53 | 92,233.67 | 95,783.56 | 99,478.40 | 103,314.03 | 107,308.43 |

(5) Bachelor's Degree - (an employee attained and maintained)

Hourly42.89
44.5246.234
8.0049.8451
.75

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,430.95 | 3,561.98 | 3,698.18 | 3,839.84 | 3,987.00 | 4,140.22 |
| Annual | 89,449.77 | 92,865.91 | 96,416.83 | 100,110.11 | 103,946.78 | 107,941.45 |

(6) Master's Degree or Higher - (an employee attained and maintained)

Hourly 43.01

44.6546.354

8.1249.9651

.87

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,440.65 | 3,571.69 | 3,707.87 | 3,849.57 | 3,996.70 | 4,149.93 |
| Annual | 89,702.66 | 93,119.06 | 96,669.47 | 100,363.79 | 104,199.68 | 108,194.60 |

(7) Recruitment to be at the 4th step.

(8) 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 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.

4N-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 50.20 | 52.15 | 54.18 | 56.28 | 58.48 | 60.75 |
| Biweekly | 4,016.35 | 4,172.02 | 4,334.13 | 4,502.70 | 4,678.05 | 4,860.32 |
| Annual | 104,711.98 | 108,770.52 | 112,996.96 | 117,391.82 | 121,963.44 | 126,715.48 |

(1) Associate's Degree - (an employee attained and maintained)

Hourly 50.46

52.4154.435

6.5458.7361

.01

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,036.92 | 4,192.59 | 4,354.68 | 4,523.20 | 4,698.61 | 4,880.85 |
| Annual | 105,248.27 | 109,306.81 | 113,532.73 | 117,926.28 | 122,499.47 | 127,250.73 |

(2) Bachelor's Degree - (an employee attained and maintained)

Hourly 50.78

52.7354.755

6.8659.0561

.33

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,062.56 | 4,218.25 | 4,380.35 | 4,548.87 | 4,724.25 | 4,906.53 |
| Annual | 105,916.74 | 109,975.80 | 114,201.98 | 118,595.54 | 123,167.94 | 127,920.24 |

(3) Master's Degree or Higher - (an employee attained and maintained)

Hourly50.91
52.8654.885
6.9959.1861
.46

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,072.85 | 4,228.49 | 4,390.64 | 4,559.12 | 4,734.52 | 4,916.80 |
| Annual | 106,185.02 | 110,242.77 | 114,470.25 | 118,862.77 | 123,435.70 | 128,188.00 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly47.45
49.2951.215
3.2055.2757
.42

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,796.17 | 3,943.32 | 4,096.53 | 4,255.86 | 4,421.61 | 4,593.88 |
| Annual | 98,971.57 | 102,807.98 | 106,802.39 | 110,956.35 | 115,277.69 | 119,769.01 |

(4) Associate's Degree - (an employee attained and maintained)

Hourly47.70
49.5351.455
3.4455.5157
.67

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,815.61 | 3,962.73 | 4,115.94 | 4,275.23 | 4,441.02 | 4,613.28 |
| Annual | 99,478.40 | 103,314.03 | 107,308.43 | 111,461.35 | 115,783.73 | 120,274.80 |

(5) Bachelor's Degree - (an employee attained and maintained)

Hourly48.00
49.8451.755
3.7455.8257
.97

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,839.84 | 3,987.00 | 4,140.22 | 4,299.51 | 4,465.24 | 4,637.54 |
| Annual | 100,110.11 | 103,946.78 | 107,941.45 | 112,094.37 | 116,415.18 | 120,907.29 |

(6) Master's Degree or Higher - (an employee attained and maintained)

Hourly48.12
49.9651.875
3.8655.9458
.09

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 3,849.57 | 3,996.70 | 4,149.93 | 4,309.19 | 4,474.97 | 4,647.26 |
| Annual | 100,363.79 | 104,199.68 | 108,194.60 | 112,346.74 | 116,668.86 | 121,160.70 |

(7) Recruitment to be at the 4th step.

4P-Pay Range 842

Official Rate Biweekly

| |
|--|
| DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7) |
|--|

Effective Pay Period 8, 2021 (April 4, 2021)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Hourly | 56.28 | 58.48 | 60.75 | 63.12 | 65.59 | 68.15 |
| Biweekly | 4,502.70 | 4,678.05 | 4,860.32 | 5,049.97 | 5,247.17 | 5,452.26 |
| Annual | 117,391.82 | 121,963.44 | 126,715.48 | 131,659.93 | 136,801.21 | 142,148.20 |

(1) Associate's Degree - (an employee has attained and maintained)

Hourly 56.54

58.73 61.016

3.38 65.8568

.41

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,523.20 | 4,698.53 | 4,880.85 | 5,070.48 | 5,267.68 | 5,472.78 |
| Annual | 117,926.28 | 122,497.39 | 127,250.73 | 132,194.65 | 137,335.94 | 142,683.19 |

(2) Bachelor's Degree - (an employee has attained and maintained)

Hourly 56.86

59.05 61.336

3.70 66.1768

.73

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,548.87 | 4,724.25 | 4,906.53 | 5,096.18 | 5,293.37 | 5,498.44 |
| Annual | 118,595.54 | 123,167.94 | 127,920.24 | 132,864.69 | 138,005.71 | 143,352.18 |

(3) Master's Degree or Higher - (an employee has attained and maintained)

Hourly 56.99

59.18 61.466

3.83 66.3068

.86

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,559.12 | 4,734.52 | 4,916.80 | 5,106.43 | 5,303.62 | 5,508.71 |
| Annual | 118,862.77 | 123,435.70 | 128,188.00 | 133,131.92 | 138,272.95 | 143,619.94 |

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Hourly 53.20

55.27 57.425

9.66 61.9964

.42

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,255.86 | 4,421.61 | 4,593.88 | 4,773.13 | 4,959.51 | 5,153.34 |
| Annual | 110,956.35 | 115,277.69 | 119,769.01 | 124,442.32 | 129,301.51 | 134,354.93 |

(4) Associate's Degree - (an employee has attained and maintained)

Hourly53.44

55.5157.675

9.9162.2464

.66

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,275.23 | 4,441.02 | 4,613.28 | 4,792.52 | 4,978.90 | 5,172.77 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|------------|------------|------------|------------|------------|------------|
| Annual | 111,461.35 | 115,783.73 | 120,274.80 | 124,947.84 | 129,807.03 | 134,861.50 |
|--------|------------|------------|------------|------------|------------|------------|

(5) Bachelor's Degree - (an employee has attained and maintained)

Hourly53.74

55.8257.976

0.2162.5464

.96

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,299.51 | 4,465.24 | 4,637.54 | 4,816.81 | 5,003.18 | 5,197.00 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|------------|------------|------------|------------|------------|------------|
| Annual | 112,094.37 | 116,415.18 | 120,907.29 | 125,581.12 | 130,440.05 | 135,493.21 |
|--------|------------|------------|------------|------------|------------|------------|

(6) Master's Degree or Higher - (an employee has attained and maintained)

Hourly53.86

55.9458.096

0.3362.6665

.08

| | | | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Biweekly | 4,309.19 | 4,474.97 | 4,647.26 | 4,826.50 | 5,012.88 | 5,206.72 |
|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|

| | | | | | | |
|--------|------------|------------|------------|------------|------------|------------|
| Annual | 112,346.74 | 116,668.86 | 121,160.70 | 125,833.75 | 130,692.94 | 135,746.63 |
|--------|------------|------------|------------|------------|------------|------------|

(7) Recruitment to be at the 4th step.

Part 9. Part 1, Section 7 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7QN, add footnote designations “(6)” and “(12)” to the title of “Municipal Services Electrician Apprentice”, create new footnotes “(6)” and “(12)” to read as follows, and renumber footnotes accordingly:

“(6) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/or performing lead work assignments.”

“(12) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/or performing lead work assignments.”

Under Pay Range 7SN, amend footnotes “(1)” and “(2)” to read as follows:

“(1) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/or performing lead work assignments.”

“(2) Additional \$1.50 per hour for holding a Wisconsin Electrical Contractor’s License and/or performing lead work assignments.”

Part 10. Part 1, Section 7 of ordinance File Number 200536 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 8, 2021 - April 4, 2021):

Under Pay Range 7QN, delete the title of “Water Plant Maintenance Technician”.

Under Pay Range 7RN, add the title of “Water Plant Steamfitter-HVACR Mechanic (1) (2)”.

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

Part 11. The provisions of Parts 2 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2021 (December 27, 2020).

Part 12. The provisions of Parts 3 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 7, 2021 (March 21, 2021).

Part 13. The provisions of Parts 8 and 10 of this ordinance are deemed to be in force and effect from and after Pay Period 8, 2021 (April 4, 2021).

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

Part 14. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
04/06/21

Technical Corrections
Chris Lee
04/21/21