



Legislation Details (With Text)

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Type: Ordinance **Status:** Passed
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On agenda: **Final action:** 12/14/2021

Effective date:

Title: A substitute ordinance to further amend the 2022 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE, WAGES AND BENEFITS

Attachments: 1. 2022 Salary Ordinance (12-14-21 PP1), 2. 2022 Salary Ordinance (12-14-21 PP2), 3. Notice published on 1/6/2022

Date	Ver.	Action By	Action	Result	Tally
11/23/2021	0	COMMON COUNCIL	ASSIGNED TO		
12/7/2021	1	CITY CLERK	DRAFT SUBMITTED		
12/8/2021	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
12/14/2021	1	COMMON COUNCIL	PASSED	Pass	15:0
12/20/2021	1	MAYOR	SIGNED		
1/6/2022	1	CITY CLERK	PUBLISHED		

211233
SUBSTITUTE 1
210760, 210995, 211102, 211229

THE CHAIR

A substitute ordinance to further amend the 2022 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, Department of City Development, Health Department (Community Health Division)

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

Part 1. Part 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended to delete obsolete titles and footnotes, reword some footnotes for consistency, standardize language for titles with recruitment flexibility approved by Employee Relations to allow flexibility at any point in the pay range, create standardized language for similarly worded footnotes, combine footnotes with duplicate rates, correct language and pay rate typographical errors, provide consistent structure for rate charts, remove reference to Career Ladders and any related pay progression language, and delete pay ranges which have no titles as follows (Effective Pay Period 1, 2022 (December 26, 2021):

See attached “2022 Salary Ordinance (Effective Pay Period 1, 2022)”.

Part 2. Part 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended to implement a general wage increase of 2.0% for eligible non-represented City employees as part of the 2022 City budget. This wage increase will not impact employees in the classifications of Election Inspector, Chief Inspector, Municipal Court Commissioner or certain temporary positions in the Health Department; employees represented by the Milwaukee Police Supervisor' Organization (MPSO), the Milwaukee Police Association (MPA), and the Milwaukee Professional Firefighters Association, Local 215; members of Boards and Commissions (Part I, Section 10 of the Salary Ordinance); nor Elected Officials (Part I, Section 11 of the Salary Ordinance). The changes are reflected as follows (Effective Pay Period 2, 2022 (January 9, 2022):

See attached "2022 Salary Ordinance (Effective Pay Period 2, 2022)".

Part 3. Part 1, Section 1 of ordinance File Number 210760 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 1GX, add footnote designations "(2)", "(13)", "(14)", "(16)", "(27)", and "(28)" to the title of "Long Range Planning Manager", add new footnotes "(13)", "(14)", "(27)", and "(28)" to read as follows, and renumber remaining footnotes accordingly:

"(13) Recruitment is at:

Biweekly	3,017.50
Annual	78,455.00"

"(14) An employee possessing an AICP certification to be paid an additional 3%."

"(27) "Recruitment is at:

Biweekly	3,108.03
Annual	80,808.78"

"(28) "An employee possessing an AICP certification to be paid an additional 3%."

Under Pay Range 1IX, add footnote designations "(1)", "(8)", "(9)", "(11)", "(18)", and "(19)" to the title of "City Planning Manager", amend footnotes "(8)" and "(18)" and add new footnotes "(9)" and "(19)" to read as follows, and renumber remaining footnotes accordingly:

"(8) Recruitment is at:

Biweekly	3,474.58
Annual	90,339.08"

"(9) An employee possessing an AICP certification to be paid an additional 3%."

"(18) Recruitment is at:

Biweekly	3,578.82
Annual	93,049.32"

“(19) An employee possessing an AICP certification to be paid an additional 3%.”

Part 4. Part 1, Section 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 24, 2021 (November 14, 2021):

Under Pay Range 1AX, delete the titles of “Health Project Coordinator - WIC” and “Healthcare Access Program Coordinator”, delete footnotes “(4)” and “(8)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1CX, add the title of “Health Project Coordinator - WIC (3) (4) (7) (8)”, add new footnotes “(4)” and “(8)” to read as follows, and renumber remaining footnotes accordingly:

“(4) Recruitment is at:

Biweekly	2,132.50
Annual	55,445.00”

“(8) Recruitment is at:

Biweekly	2,196.48
Annual	57,108.48”

Under Pay Range 1DX, delete the title of “Health Project Coordinator - Empowering Families of Milwaukee”, add the title of “Health Project Supervisor - Empowering Families of Milwaukee (1) (4) (8) (11)”, and add footnote designations “(1)” and “(8)” to the title of “Health Project Supervisor - DADS”.

Under Pay Range 1EX, delete current footnotes designations from and add footnote designations “(13)”, “(15)”, “(28)” and “(30)” to the title of “Doula Program Manager”, delete current footnote designations from and add footnote designations “(13)”, “(15)”, “(28)” and “(30)” to the title of “Strong Babies Program Manager”, and add footnote designations “(13)”, “(15)”, “(28)” and “(30)” to the title of “WIC Program Manager”.

Under Pay Range 1FX, add footnote designations “(10)” and “(20)” to the title of “Empowering Families of Milwaukee Program Manager” and amend footnotes “(9)” and “(19)” to read as follows:

“(9) Recruitment is at:

Biweekly	2,816.39
Annual	73,226.14”

“(19) Recruitment is at:

Biweekly	2,900.88
Annual	75,422.88”

Under Pay Range 1IX, add footnote designations “(10)” and “(20)” to the title of “Maternal and Child Health Director”, add footnotes “(10)” and “(20)” to read as follows, and renumber remaining footnotes accordingly:

“(10) Recruitment is at:

Biweekly	3,209.38
Annual	83,443.88”

“(20) Recruitment is at:

Biweekly	3,305.66
Annual	85,947.16”

Part 5. Part 1, Section 2 of ordinance File Number 210760 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 2EX, add footnote designations “(3)”, (4), “(5)”, “(8)”, “(9)”, and “(10)” to the title of “Associate Planner”, add new footnotes “(4), “(5)”, “(9)”, and “(10)” to read as follows, and renumber remaining footnotes accordingly:

“(4) Recruitment is at:

Biweekly	2,172.85
Annual	56,494.10”

“(5) An employee possessing an AICP certification to be paid an additional 3%.”

“(9) Recruitment is at:

Biweekly	2,238.04
Annual	58,189.04”

“(10) An employee possessing an AICP certification to be paid an additional 3%.”

Under Pay Range 2GX, add footnote designations “(7)”, “(8)”, “(9)”, “(16)”, “(17)”, and “(18)” to the titles of “Real Estate Specialist” and “Environmental Project Coordinator - Senior”, amend footnotes “(8)”, “(9)”, “(17)”, and “(18)” to read as follows, and renumber remaining footnotes accordingly:

“(8) Recruitment is at:

Biweekly	2,561.35
Annual	66,595.10”

“(9) An employee possessing an AICP certification to be paid an additional 3%.”

“(17) Recruitment is at:

Biweekly	2,638.19
Annual	68,592.94”

“(18) An employee possessing an AICP certification to be paid an additional 3%”

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Under Pay Range 2HX, delete the titles of “Senior Planner - Architectural Design”, “Senior Planner”, delete footnotes “(3)” and “(10)” in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2IX, add the titles of “Senior Planner (4) (6) (7) (8) (12) (14) (15) (16)” and “Senior Planner - Urban Design (4) (6) (7) (8) (12) (14) (15) (16)”, add new footnotes “(6)”, “(7)”, “(8)”, “(14)”, “(15)”, and “(16)” to read as follows, and renumber remaining footnotes accordingly:

“(6) Recruitment is at:
Biweekly 2,743.19
Annual 71,322.94”

“(7) An employee possessing an AICP certification to be paid an additional 3%.”

“(8) An employee who is an APT Recognized Professional shall be paid an additional 3%.”

“(14) Recruitment is at:
Biweekly 2,825.49
Annual 73,462.74”

“(15) An employee possessing an AICP certification to be paid an additional 3%.”

“(16) An employee who is an APT Recognized Professional shall be paid an additional 3%.”

Under Pay Range 2JX, delete the title of “Strategic Development Manager”, add the title of “Urban Design Coordinator (4) (6) (7) (11) (13) (14)”, add footnote designations “(4)”, “(6)”, “(7)”, “(11)”, “(13)”, and “(14)” to the title of “Principle Planner”, delete footnotes “(3)”, “(7)”, “(8)”, “(11)”, “(15)”, and “(16)” in their entirety, add new footnotes “(6)”, “(7)”, “(13)”, and “(14)” to read as follows, and renumber remaining footnotes accordingly:

“(6) Recruitment is at:
Biweekly 2,877.65
Annual 74,818.90”

“(7) An employee possessing an AICP certification to be paid an additional 3%.”

“(13) Recruitment is at:
Biweekly 2,963.98
Annual 77,063.48”

“(14) An employee possessing an AICP certification to be paid an additional 3%.”

Part 6. Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 24, 2021 (November 14, 2021):

Under Pay Range 2FN, add the title of “Healthcare Access Program Coordinator (5) (11) (16) (22)”, add footnotes “(11)” and “(22)” to read as follows, and renumber remaining footnotes accordingly:

“(11) Recruitment is at:

Biweekly	2,030.95
Annual	52,804.70”

“(22) Recruitment is at:

Biweekly	2,091.88
Annual	54,388.88”

Under Pay Range 2GN, add footnote designations “(16)”, “(17)”, “(34)”, and “(35)” to the title of “Doula Program Coordinator”, add footnotes “(17)” and “(35)” to read as follows, and renumber remaining footnotes accordingly:

“(17) Recruitment is at:

Biweekly	2,132.50
Annual	55,445.00”

“(35) Recruitment is at:

Biweekly	2,196.48
Annual	57,108.48”

Part 7. Part 1, Section 4 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended to add the letter “N” for “Nonexempt” or “X” for “Exempt” to the pay ranges in Section 4, where needed, to indicate whether position titles in the pay range are exempt under the Fair Labor Standards Act (FLSA) as follows (Effective Pay Period 1, 2022 (December 26, 2022):

Under “Section 4: Protective Services”, add the letter “N” to the following pay ranges:

- “4A-Pay Ranges 850 & 850P”
- “4B-Pay Range 801”
- “4C-Pay Range 804”
- “4D-Pay Ranges 853 and 853P”
- “4E-Pay Ranges 856 and 856P”
- “4F-Pay Range 808”
- “4G-Pay Range 831”
- “4G-Pay Range 831D”
- “4H-Pay Range 812”
- “4I-Pay Range 835”
- “4J-Pay Range 857”
- “4L-Pay Range 836”

Under “Section 4: Protective Services”, add the letter “X” to the following pay ranges:

- “4N-Pay Range 839”
- “4P-Pay Range 842”

Part 8. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

Part 9. The provisions of Parts 3 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 7, 2021 (March 21, 2021).

Part 10. The provisions of Parts 4 and 6 of this ordinance are deemed to be in force and effect from and after Pay Period 24, 2021 (November 24, 2021).

Part 11. The provisions of Parts 1 and 7 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2022 (December 26, 2021).

Part 12. The provisions of Part 2 of this ordinance are deemed to be in force and effect from and after Pay Period 2, 2022 (January 9, 2022).

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

Part 13. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
12/7/2021