



## Legislation Details (With Text)

**File #:** 211627 **Version:** 1

**Type:** Ordinance **Status:** Passed

**File created:** 2/8/2022 **In control:** COMMON COUNCIL

**On agenda:** **Final action:** 3/1/2022

**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

**Attachments:** 1. Actual Salary Ordinance Changes, 2. Notice published 3/4/2022

Date	Ver.	Action By	Action	Result	Tally
2/8/2022	0	COMMON COUNCIL	ASSIGNED TO		
2/21/2022	1	CITY CLERK	DRAFT SUBMITTED		
2/23/2022	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
3/1/2022	1	COMMON COUNCIL	PASSED	Pass	14:0
3/2/2022	1	MAYOR	SIGNED		
3/4/2022	1	CITY CLERK	PUBLISHED		

211627  
SUBSTITUTE 1  
210760, 211103, 211532, 211626, 211699, 211700

### 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:  
Department of Administration (Environmental Collaboration Office), Comptroller, Election Commission, Department of Emergency Communications, Department of Employee Relations, Employees' Retirement System, Fire and Police Commission, Fire Department, Health Department (Community Health Division), Police Department, Department of Public Works (Operations, 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 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1NX, replace the "Resident Wage Incentive" table with the following:

"Hourly	52.45	73.43
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<b>Biweekly</b>	<b>4,195.98</b>	<b>5,874.54</b>
Annual	109,095.48	152,738.04”

**Part 2.** 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 2, 2022 - January 9, 2022):

Under Pay Range 1EX, add new footnotes “(16)” and “(32)” to read as follows; renumber remaining footnotes accordingly; and add footnote designations “(13)”, “(16)”, “(29)”, and “(32)” to the title of “Election Services Business Systems Coordinator”.

“(16) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10”

“(32) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04”

**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 5, 2022 - February 20, 2022):

Under Pay Range 1EX, delete footnotes “(2)”, “(17)”, and “(20)” from and add footnote designations “(13)”, “(21)”, and “(29)” the title of “Fire Dispatch Assistant Manager (2) (5) (17) (20)”; and amend footnotes “(5)” and “(21)” to read as follows:

“(5) Recruitment is at:

Biweekly	2,996.27
Annual	77,903.02”

“(21) Recruitment is at:

Biweekly	3,086.16
Annual	80,240.16”

Under Pay Range 1GX, add the titles of “Emergency Communications Supervisor - Quality Assurance (3) (8) (18) (23)”, “Emergency Communications Supervisor - Training (3) (8) (18) (23)”, and “Emergency Communications Supervisor (3) (8) (18) (23)”; delete footnote designations “(2)” and “(17)” from and add footnote designations “(8)” and “(23)” to the title of “Fire Dispatch Manager (2) (5) (17) (20)”; and amend footnotes “(5)” and “(20)” to read as follows:

“(5) Recruitment is at:

Biweekly	3,353.58
Annual	87,193.08”

“(20) Recruitment is at:

Biweekly	3,454.19
Annual	89,808.94”

Under Pay Range 1HX, add the titles “Emergency Communications Finance Manager (8) (9) (17) (18)” and “Emergency Communications Human Resources Administrator (8) (9) (17) (18)””; add new footnotes “(9)” and “(18)” to read as follows; and renumber remaining footnotes accordingly:

“(9) Recruitment is at:

Biweekly	3,056.42
Annual	79,466.92”

“(18) Recruitment is at:

Biweekly	3,148.11
Annual	81,850.86”

Under Pay Range 1IX, delete footnotes “(2)” and “(12)” in their entirety; renumber remaining footnotes accordingly; delete the title of “Public Safety Project Manager”; add the title of “Emergency Communications Project Manager (3) (6) (12) (15)””; and delete footnote designations “(1)”, “(2)”, and “(11)” from and add footnote designations “(3)”, “(6)”, and “(15)” to the title of “Emergency Communications Manager (1) (2) (11) (12)”.

Under Pay Range 1LX, add footnote designations “(1)” and “(4)” to the title of “Emergency Communications Deputy Director (3) (6)”.

Under Pay Range 1NX, add footnote designations “(3)” and “(7)” to the title of “Emergency Communications Director (2) (6)”.

**Part 4.** 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:

Under Pay Range 2JX, bold face the “Biweekly” rates under the “Wage Rate” table to read as follows:

“Hourly	30.57	42.80
<b>Biweekly</b>	<b>2,445.58</b>	<b>3,423.68</b>
Annual	63,585.08	89,015.68”

**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 6, 2020 - March 8, 2020):

Under Pay Range 2DN, remove footnote designations “(6)”, “(21)”, and “(30)” from and add footnote designations “(16)”, “(32)”, and “(33)” to the title of “Nutritionist (6) (15) (21) (30)””; add new footnotes “(16)” and “(33)” to read as follows; and renumber remaining footnotes accordingly:

“(16) Recruitment is at:

Biweekly	1,959.66
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Annual	50,951.16”
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“(33) Recruitment is at:

Biweekly	2,018.45
Annual	52,479.70”

**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 5, 2022 - February 20, 2022):

Under Pay Range 2DN, add the title of “Emergency Communications Administrative Support Specialist (15) (17) (32) (34)”, add new footnotes “(17)” and “(34)” to read as follows, and renumber remaining footnotes accordingly:

“(17) Recruitment is at:

Biweekly	2,032.85
Annual	52,854.10”

“(34) Recruitment is at:

Biweekly	2,093.84
Annual	54,439.84”

Under Pay Range 2FN, delete footnote designations “(5)” and “(16)” from the title of “Fire Dispatcher - Senior (5)(6)(16)(17)”; and amend footnotes “(6)” and “(17)” to read as follows:

“(6) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96

And appointment may be at any rate in the following pay range with the approval of DER:

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12”

“(17) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38

And appointment may be at any rate in the following pay range with the approval of DER:

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74”

Under Pay Range 2IN, add the titles of “Emergency Communications Officer IV - Quality Assurance (9) (11) (20) (22)”, “Emergency Communications Officer IV - Training (9) (11) (20) (22)”, and “Emergency

Communications Officer IV (9) (11) (20) (22)”; add new footnotes “(11)” and “(22)” to read as follows; and renumber remaining footnotes accordingly:

“(11) Recruitment is at:

Biweekly	2,638.96
Annual	68,612.96”

“(22) Recruitment is at:

Biweekly	2,718.13
Annual	70,671.38”

Under Pay Range 2IX, add the title of “Emergency Communications Business Intelligence Analyst (1) (4) (9) (12)”.

Under Pay Range 2LX, add the title of “Emergency Communications System Administrator (1) (4) (5) (8)”.

**Part 7.** 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 6, 2022 - March 6, 2022):

Under Pay Range 2EX, add the title of “Voter Outreach and Education Coordinator (3) (4) (8) (9)”.

Under Pay Range 2FX, add new footnotes “(5)” and “(10)” to read as follows, renumber remaining footnotes accordingly, add the title of “Business Operations Associate (4) (5) (9) (10)”, delete footnote designation “(8)” from and add footnote designations “(5)”, “(9)”, and “(10)” to the title of “Human Resources Analyst - Senior”:

“(5) Recruitment is at:

Biweekly	2,367.58
Annual	61,557.08”

“(10) Recruitment is at:

Biweekly	2,438.61
Annual	63,403.86”

Under Pay Range 2GN, delete the title of “Election Services Administrator”.

Under Pay Range 2GX, add the title of “Test Administration Specialist (7) (8) (16) (17)”.

Under Pay Range 2HX, add new footnotes “(5)” and “(10)” to read as follows; renumber remaining footnotes accordingly; add footnote designations “(1)”, “(5)”, “(6)”, and “(10)” to the title of “Business Finance Officer”, and add the title of “Operations Personnel Officer (1) (6)”.

“(5) Recruitment is at:

Biweekly	2,522.85
Annual	65,594.10

“(10) Recruitment is at:

Biweekly	2,598.54
Annual	67,562.04

Under Pay Range 2JX, add the title of “DER Marketing and Communications Officer (4) (5) (11) (12)”.

Under Pay Range 2LX, delete the title of “ERS Network Administrator (1) (5)” and add the title of “ERS Network Security Administrator (1) (5)”.

Under Pay Range 2MX, delete the title of “Public Debt Specialist”.

Under Pay Range 2NX, delete the title of “Emergency Management and Communications Director” and add the title of “Emergency Management Director (1) (2)”.

Under Pay Range 2OX, add the title of “Capital Finance Manager (3) (6)”.

**Part 8.** Part 1, Section 5 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 5EN, amend footnote “(2)” to read as follows:

“(2) The employee in this title in the Department of Public Works to be paid in the following range:

Biweekly	1,588.87	1,834.11
Annual	41,310.62	47,686.86”

**Part 9.** Part 1, Section 5 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 5, 2022 - February 20, 2022):

Under Pay Range 5FN, add the title of “Emergency Communications Administrative Assistant III (2) (3) (5) (6)”, add new footnotes “(3)” and “(6)” to read as follows, and renumber remaining footnotes accordingly:

“(3) Appointment may be at any rate in the pay range with the approval of DER.”

“(6) Appointment may be at any rate in the pay range with the approval of DER.”

Under Pay Range 5GN, add the title of “Emergency Communications Officer I (2) (3) (5) (6)”; add new footnotes “(2)”, “(3)”, “(5)”, and “(6)” to read as follows; and renumber remaining footnotes accordingly:

“(2) Recruitment is at:

Biweekly	1,699.69
Annual	44,191.94”

“(3) Appointment may be at any rate in the pay range with the approval of DER.”

“(5) Recruitment is at:

Biweekly	1,750.68
Annual	45,517.68

“(6) Appointment may be at any rate in the pay range with the approval of DER.”

Under Pay Range 5IN, add the title of “Emergency Communications Human Resources Assistant (2) (6) (8) (12)”; delete footnote designations “(2)”, “(7)”, and “(8)” from and add footnote designation “(9)” to the title of “911 Telecommunicator (2) (3) (7) (8)”; delete footnote designations “(2)”, “(7)” and “(9)” from and add footnote designation “(10)” to the title of “911 Dispatcher (2) (4) (7) (9)”; add new footnotes “(6)” and “(12)” to read as follows; renumber remaining footnotes accordingly; and amend footnotes “(3)”, “(4)”, “(9)”, and “(10)” to read as follows:

“(3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,144.65	2,637.65
Annual	55,760.90	68,578.90

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.”

“(4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,638.96
Annual	68,612.96”

“(6) Recruitment is at:

Biweekly	1,899.85
Annual	49,396.10”

“(9) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. An employee who successfully performs telecommunicator duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,208.99	2,716.78
Annual	57,433.74	70,636.28

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.”

“(10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. An employee who successfully performs dispatch duties will be paid at the second increment. An employee who passes the one-year probation in this title will be paid at the third increment. Appointment may be at any rate in the following pay range.

Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,718.13
Annual	70,671.38”

“(12) Recruitment is at:



Biweekly 1,956.85  
Annual 50,878.10"

Under Section 5, create "Pay Range 5KN" with the following title, rates, and footnotes:

### Pay Range 5KN

Official Rate Biweekly

"EMERGENCY COMMUNICATIONS OFFICER II (1) (2)

#### Wage Rate:

Hourly	26.80	32.97
<b>Biweekly</b>	<b>2,144.65</b>	<b>2,637.65</b>
Annual	55,760.91	68,578.90

(1) Appointment may be at any rate in the pay range with the approval of DER.

#### Resident Wage Incentive:

Hourly	27.61	33.95		
<b>Biweekly</b>			<b>2,208.99</b>	<b>2,716.78</b>
Annual			57,433.74	70,636.28

(2) Appointment may be at any rate in the pay range with the approval of DER."

Under Section 5, create "Pay Range 5LN" with the following title, rates, and footnotes:

### Pay Range 5LN

Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER III (1) (2)

#### Wage Rate:

Hourly	30.82	37.91		
<b>Biweekly</b>			<b>2,466.35</b>	<b>3,033.27</b>
Annual			64,125.10	78,865.02

(1) Appointment may be at any rate in the pay range with the approval of DER.

**Resident Wage Incentive:**

Hourly	31.75	39.05		
<b>Biweekly</b>			<b>2,540.34</b>	<b>3,124.27</b>
Annual			66,048.84	81,231.02

(2) Appointment may be at any rate in the pay range with the approval of DER.”

**Part 10.** Part 1, Section 7 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7ON, amend footnote “(23)” to read as follows:

“(23) Recruitment is at:

“Biweekly 2,153.58  
Annual 55,993.08”

**Part 11.** Part 1, Section 8 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 8IN, delete title of “Sewer Repair Crew Leader (4) (8)” and add the title of “Sewer Field Investigator (4) (8)”.

Under Pay Range 8KN, add footnote designations “(9)” and “(10)” to the title of “Operations Driver Worker (1) (2) (3) (4) (5) (6) (7) (8)”, add new footnotes “(5)” and “(10)” to read as follows, and renumber remaining footnotes accordingly:

“(5) Employees in a title with a pay range lower than the pay range for ODW, who are assigned to drive during a GIC, shall receive a promotion to the title of ODW with a 3% increase or the pay range minimum whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is the same as the pay range for ODW, who are assigned to drive during a GIC, shall be paid at the minimum of the ODW pay range or their current base rate whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is higher than the pay range for ODW, who are assigned to drive during a GIC shall receive their current base rate and receive the 1% GIC assignment pay.

Titles assigned to drive during a GIC include: Cement Finisher, Cement Finisher Helper, City Laborer, Infrastructure Repair Crew Leader, Electrical Worker, Infrastructure Repair Worker, Laborer (Electrical Services), Operations Driver/Worker, Sewer Crew Leader, Sewer Examiner, Sewer Field Investigator, Sewer Laborer I, Sewer Laborer II, Sewer Mason, Sewer Repair Crew Leader, Special Equipment Operator I, Special Equipment Operator II, Special Equipment Operator III, Special Laborer (Electrical Services), Traffic Sign Worker II, Urban Forestry Arborist Apprentice, Urban Forestry Crew Leader, Urban Forestry Laborer, Urban Forestry Specialist, and Urban Forestry Technician.”

“(10) Employees in a title with a pay range lower than the pay range for ODW, who are assigned to drive during a GIC, shall receive a promotion to the title of ODW with a 3% increase or the pay range minimum whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is the same as the pay range for ODW, who are assigned to drive during a GIC, shall be paid at the minimum of the ODW pay range or their current base rate whichever is higher and receive the 1% GIC assignment pay.

Employees in a title with a pay range that is higher than the pay range for ODW, who are assigned to drive during a GIC shall receive their current base rate and receive the 1% GIC assignment pay.

Titles assigned to drive during a GIC include: Cement Finisher, Cement Finisher Helper, City Laborer, Infrastructure Repair Crew Leader, Electrical Worker, Infrastructure Repair Worker, Laborer (Electrical Services), Operations Driver/Worker, Sewer Crew Leader, Sewer Examiner, Sewer Field Investigator, Sewer Laborer I, Sewer Laborer II, Sewer Mason, Sewer Repair Crew Leader, Special Equipment Operator I, Special Equipment Operator II, Special Equipment Operator III, Special Laborer (Electrical Services), Traffic Sign Worker II, Urban Forestry Arborist Apprentice, Urban Forestry Crew Leader, Urban Forestry Laborer, Urban Forestry Specialist, and Urban Forestry Technician.”

**Part 12.** Part 1, Section 8 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 6, 2022 - March 6, 2022):

Under Pay Range 8IN, delete the title of “Water Distribution Utility Investigator”.

Under Pay Range 8LN, add the title of “Water Distribution Utility Investigator”.

**Part 13.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 14.** The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 6, 2020 (March 8, 2020).

**Part 15.** 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).

**Part 16.** The provisions of Parts 3, 6, and 9 of this ordinance are deemed to be in force and effect from and after Pay Period 5, 2022 (February 20, 2022).

**Part 17.** The provisions of Parts 7 and 12 of this ordinance are deemed to be in force and effect from and after Pay Period 6, 2022 (March 6, 2022).

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

**Part 18.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
02/21/2022

Technical Corrections  
Chris Lee  
03/04/22