



## Legislation Details (With Text)

**File #:** 220787 **Version:** 1

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

**File created:** 9/20/2022 **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:** **Final action:** 10/11/2022

**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 2022 Salary Ordinance Changes, 2. proof of publication

Date	Ver.	Action By	Action	Result	Tally
9/20/2022	0	COMMON COUNCIL	ASSIGNED TO		
10/3/2022	1	CITY CLERK	DRAFT SUBMITTED		
10/5/2022	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
10/11/2022	1	COMMON COUNCIL	PASSED	Pass	10:0
10/19/2022	1	MAYOR	SIGNED		
10/28/2022	1	CITY CLERK	PUBLISHED		

220787  
SUBSTITUTE 1  
210760, 220783, 220784

### 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:  
Comptroller, Department of Emergency Communications, Department of Employee Relations, Employees' Retirement System, Fire and Police Commission, Department of Neighborhood Services, Department of Public Works (Administrative Services Division, Infrastructure Services Division, Operations Division)

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 (Effective Pay Period 20, 2022 - September 18, 2022):

Under Pay Range 1IX, delete the title of "Business Operations Manager - Neighborhood Services".

**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 23, 2022 - October 30, 2022):

Under Pay Range 1IX, add the title of “Survey Geospatial Manager (1) (2) (13) (14)”.

**Part 3.** 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, add the title “Human Resources Analyst - Senior (4) (5) (13) (14)”.

**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 (Effective Pay Period 20, 2022 - September 18, 2022):

Under Pay Range 2DN, add footnote designations (17) and (34) to the title of “Administrative Support Specialist”, delete the titles of “Anti-Graffiti Program Coordinator” and “HRIS Compensation Audit Specialist”, delete footnotes (18) (19) (37) and (38) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2EN, delete the titles of “Benefit Services Coordinator” and “Test Administration Coordinator”.

Under Pay Range 2GN, add the titles of “Benefit Services Coordinator (15) (18) (34) (37)”, “Test Administration Coordinator (15) (18) (34) (37)”, “HRIS Audit Coordinator (15) (18) (19) (34) (37) (38)”;

add new footnotes (18), (19), (37), and (38) to read as follows; and renumber remaining footnotes accordingly:

“(18) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12”

“(19) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.”

“(37) Recruitment is at:

Biweekly	2,542.65
Annual	65,640.90”

“(38) To be paid rates consistent with a promotion to HRIS Analyst in Pay Range 2IX when assigned to perform the work of a HRIS Analyst.”

Under Pay Range 2IX, delete the title of “Financial Analyst”.

Under Pay Range 2JX, delete the title of “Senior Financial Analyst” and add the title of “Financial Analyst (4) (5) (13) (14)”.

Under Pay Range 2KX, add the title of “Senior Financial Analyst (4) (5) (9) (10)”.

**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 23, 2022 - October 30, 2022):

Under Pay Range 2IN, delete the title “Land Surveyor”, delete footnotes (2) (8) (14) and (20) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2HX, delete the title “Business Support Liaison”.

**Part 6.** 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 5IN, add the title “Emergency Communications Human Resources Assistant (2) (6) (8) (12)”.

**Part 7.** Part 1, Section 6 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 6KN, amend footnote (6) to read:

“(6) Recruitment is at:

Biweekly	1,709.16
Annual	44,438.16

**Part 8.** 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 7QN, add new footnotes (5) and (10) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (5) and (10) to the title of “Municipal Services Electrician Apprentice”:

“(5) An employee appointed as a Municipal Services Electrician Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee’s former rate of pay.”

“(10) An employee appointed as a Municipal Services Electrician Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee’s former rate of pay.”

**Part 9.** 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 8KN, amend footnotes (5) and (10) to read the following:

“(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 (plus any additional pay related to certifications attained and approved by DER) 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, plus any additional pay related to certifications attained and approved by DER, 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 (plus any additional pay related to certifications attained and approved by DER) 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, plus any additional pay related to certifications attained and approved by DER, 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 10.** Part 2, Section 3 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Part II, Section 3, amend Paragraph B. to read the following language:

**“B. Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2):** In the event it becomes necessary to recruit at a rate above the minimum, unless otherwise noted in Part I, positions classified as Officials and Administrators or Professionals in pay ranges 1AX-1KX, 2AX-2OX, and 2AN-2JN may be authorized at any rate in the pay range with the approval of the Department of Employee Relations. Positions classified as Officials and Administrator or Professionals in pay ranges

1LX-1PX and 2QX-2OX may be authorized at any rate in the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

A department head who disagrees with a decision of the Department of Employee Relations and/or the Chair of the Finance and Personnel Committee made under this section may file with the City Clerk a request for review by the Finance and Personnel Committee. The decision of the Finance and Personnel Committee shall be final.

A listing of appointments made pursuant to this provision shall be maintained by the Department of Employee Relations and communicated to the Committee on Finance and Personnel as requested. Recruitment for purposes of this provision includes appointments after promotion.”

**Part 11.** Part 2, 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 Part II, Section 5, amend Paragraph E. to read the following language:

**“E. Transfers:** City Departments may request a 3% salary adjustment for employees voluntarily transferring to positions allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), Service and Maintenance (Section 8) subject to approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same pay range or to a pay range with the same rates of pay. Employees receiving a 3% salary adjustment under this provision shall receive a new salary anniversary date. The salary of an employee who voluntarily transfers back to the position originally held will be decreased by 3%. This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification as defined above.”

**Part 12.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 13.** The provisions of Parts 1 and 4 of this ordinance are deemed to be in force and effect from and after Pay Period 20, 2022 (September 18, 2022).

**Part 14.** The provisions of Parts 2 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 23, 2022 (October 30, 2022).

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

**Part 15.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
10/03/2022

Clerical Correction  
Chris Lee  
10/12/2022

