



## Legislation Details (With Text)

|                        |   |                      |                |
|------------------------|---|----------------------|----------------|
| <b>File #:</b>         | 220908  | <b>Version:</b>      | 1              |
| <b>Type:</b>           | Ordinance   | <b>Status:</b>       | Passed         |
| <b>File created:</b>   | 10/11/2022  | <b>In control:</b>   | COMMON COUNCIL |
| <b>On agenda:</b>      |   | <b>Final action:</b> | 11/1/2022      |
| <b>Effective date:</b> |   |                      |                |
| <b>Title:</b>          | A substitute ordinance to further amend the 2023 rates of pay of offices and positions in the City Service. |                      |                |
| <b>Sponsors:</b>       | THE CHAIR   |                      |                |
| <b>Indexes:</b>        | SALARY ORDINANCE  |                      |                |
| <b>Attachments:</b>    | 1. proof of publication   |                      |                |

| Date       | Ver. | Action By                     | Action                  | Result | Tally |
|------------|------|-------------------------------|-------------------------|--------|-------|
| 10/11/2022 | 0    | COMMON COUNCIL                | ASSIGNED TO             |        |       |
| 10/24/2022 | 1    | CITY CLERK                    | DRAFT SUBMITTED         |        |       |
| 10/26/2022 | 1    | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR PASSAGE | Pass   | 5:0   |
| 11/1/2022  | 1    | COMMON COUNCIL                | PASSED                  | Pass   | 10:0  |
| 11/7/2022  | 1    | MAYOR                         | SIGNED                  |        |       |
| 11/18/2022 | 1    | CITY CLERK                    | PUBLISHED               |        |       |

220908  
SUBSTITUTE 1  
220650, 220903, 220904

### THE CHAIR

A substitute ordinance to further amend the 2023 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 (Budget and Management Division), City Attorney, City Treasurer, Comptroller, Department of City Development, Employees' Retirement System, Fire Department, Mayor, Department of Neighborhood Services, Police Department, Department of Public 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 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1BX, add the title "Administrative Services Supervisor".

**Part 2.** Part 1, Section 1 of ordinance File Number 220650 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 1DX, delete the title “Customer Services Manager”.

Under Pay Range 1HX, add the title “Customer Services Manager (8) (9) (17) (18)”.

**Part 3.** Part 1, Section 1 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 24, 2022 - November 13, 2022):

Under Pay Range 1GX, delete footnote designations (2) and (19) from and add footnote designations (4) (8) (21) and (25) to the title “Operations Manager - Development Center”.

Under Pay Range 1IX, delete the title “ERS Chief Financial Officer”, add footnote designations (13) and (26) to the title “Permit and Development Center Manager”, add new footnotes (13) and (26) to read as follows, and renumber remaining footnotes accordingly:

(13) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,684.42  |
| Annual   | 95,794.92 |

(26) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,794.95  |
| Annual   | 98,668.70 |

Under Pay Range 1LX, delete the titles “Deputy Chief Investment Officer” and “Employee Retirement System - Deputy Director” and add title “ERS Chief Financial Officer (3) (4) (9) (10)”.

Under Pay Range 1MX, delete the titles “Employees’ Retirement System - Executive Director” and “Employees’ Retirement Systems - Chief Technology Officer”, delete footnotes (1) (3) (5) and (7), and renumber remaining footnotes accordingly.

Under Pay Range 1NX, delete the title “Chief Investment Officer”.

Under Pay Range 1OX, add the title “Employees’ Retirement System - Chief Technology Officer (1) (2) (3) (4)”, add new footnotes (2) and (4) to read as follows, and renumber remaining footnotes accordingly:

(2) Recruitment is at:

|          |            |
|----------|------------|
| Biweekly | 5,124.04   |
| Annual   | 133,225.04 |

(4) Recruitment is at:

|          |            |
|----------|------------|
| Biweekly | 5,277.76   |
| Annual   | 137,221.76 |

Under Section 1, Officials and Administrators, create new Pay Range 1QX with the following rates:

**Wage Rate:**

|          |            |            |
|----------|------------|------------|
| Hourly   | 61.32      | 85.85      |
| Biweekly | 4,906.15   | 6,868.35   |
| Annual   | 127,559.90 | 178,577.10 |

**Resident Wage Incentive:**

|          |            |            |
|----------|------------|------------|
| Hourly   | 63.16      | 88.43      |
| Biweekly | 5,053.33   | 7,074.40   |
| Annual   | 131,386.58 | 183,934.40 |

Under Pay Range 1QX, add the title “Employee Retirement System - Deputy Director (1) (2) (3) (4)” and add new footnotes (1) (2) (3) and (4) to read as follows:

(1) Recruitment is at:

|          |            |
|----------|------------|
| Biweekly | 5,789.23   |
| Annual   | 150,519.98 |

(2) Appointment may be at any rate in the pay range with the approval of DER and Chair of Finance and Personnel.

(3) Recruitment is at:

|          |            |
|----------|------------|
| Biweekly | 5,962.91   |
| Annual   | 155,035.66 |

(4) Appointment may be at any rate in the pay range with the approval of DER and Chair of Finance and Personnel.

Under Section 1, Officials and Administrators, create new Pay Range 1TX with the following rates:

**Wage Rate:**

|          |            |            |
|----------|------------|------------|
| Hourly   | 73.04      | 102.25     |
| Biweekly | 5,843.27   | 8,180.31   |
| Annual   | 151,925.02 | 212,688.06 |

**Resident Wage Incentive:**

|          |            |            |
|----------|------------|------------|
| Hourly   | 75.23      | 105.32     |
| Biweekly | 6,018.57   | 8,425.72   |
| Annual   | 156,482.82 | 219,068.72 |

Under Pay Range 1TX, add the title “Deputy Chief Investment Officer (1) (2) (3) (4)” and add new footnotes (1) (2) (3) and (4) to read as follows:

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity

and Pension Board.

- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Under Section 1, Officials and Administrators, create new Pay Range 1WX with the following rates:

Wage Rate:

|          |            |            |
|----------|------------|------------|
| Hourly   | 86.99      | 121.78     |
| Biweekly | 6,959.46   | 9,742.88   |
| Annual   | 180,945.96 | 253,314.88 |

Resident Wage Incentive:

|          |            |            |
|----------|------------|------------|
| Hourly   | 89.60      | 125.43     |
| Biweekly | 7,168.24   | 10,035.17  |
| Annual   | 186,374.24 | 260,914.42 |

Under Pay Range 1WX, add the title “Employes’ Retirement System - Executive Director (1) (2) (3) (4)” and add new footnotes (1) (2) (3) and (4) to read as follows:

- (1) Appointment may be at any rate in the pay range with the approval of the Annuity and Pension Board.
- (2) Eligible for annual performance-based increases upon approval the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with the approval of the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the Annuity and Pension Board.

Under Section 1, Officials and Administrators, create new Pay Range 1XX with the following rates:

Wage Rate:

|          |            |            |
|----------|------------|------------|
| Hourly   | 92.21      | 129.09     |
| Biweekly | 7,377.00   | 10,327.46  |
| Annual   | 191,802.00 | 268,513.96 |

Resident Wage Incentive:

|          |            |            |
|----------|------------|------------|
| Hourly   | 94.97      | 132.96     |
| Biweekly | 7,598.31   | 10,637.28  |
| Annual   | 197,556.06 | 276,569.28 |

Under Pay Range 1XX, add the title “Chief Investment Officer (1) (2) (3) (4)” and add new footnotes (1) (2) (3) and (4) to read as follows:

- (1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.
- (3) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
- (4) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

**Part 4.** Part 1, Section 2 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 20X, amend the table of listed positions to read as follows:

ARPA DIRECTOR (4) (5) (9) (10)  
ASSISTANT CITY ATTORNEY IV (2) (7)  
CAPITAL FINANCE MANAGER (4) (5) (9) (10)  
PENSION INVESTMENT ANALYST SENIOR (1) (6)

Under Pay Range 2LX, add the title “Policy and Administration Manager (3) (7)” and amend footnotes (4) and (8) to read as follows:

- (4) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,056.42  |
| Annual   | 79,466.92 |

- (8) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 3,148.11  |
| Annual   | 81,850.86 |

**Part 5.** Part 1, Section 2 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 24, 2022 - November 13, 2022):

Under Pay Range 2EN, delete footnote designations (13) and (30) from the title “Plan Examiner Specialist” and amend footnotes (5) and (22) to read as follows:

- (5) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 2,488.27  |
| Annual   | 64,695.02 |

(22) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 2,562.92  |
| Annual   | 66,635.92 |

Under Pay Range 2FN, delete the titles “Mechanical Plan Examiner II” and “Plan Examiner II”, delete footnotes (2) and (15) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2GN, add the titles “Mechanical Plan Examiner II (17) (34)” and “Plan Examiner II (17) (34)” and apply footnotes (17) and (34).

Under Pay Range 2JN, delete footnotes (1) and (5) in their entirety, renumber remaining footnotes accordingly, and add footnote designations (2) and (5) to the titles “Mechanical Plan Examiner III” and “Plan Examiner III”.

**Part 6.** Part 1, Section 4 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 4EN, delete the title “Administrative Fire Lieutenant”, add footnote designations (2) and (3) to the titles “Mobile Integrated Healthcare Program Operations Coordinator” and “Mobile Integrated Healthcare Program Supervisor”, and amend footnotes (1) and (3) to read the following:

- (1) Employees promoted from the Firefighter classification to the Fire Lieutenant classification shall be appointed at the fourth pay step.
- (3) Effective March 1, 1990, all Emergency Medical Technician-IIs in this classification who are assigned by the Fire Chief, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

Under Pay Range 4JN, delete the titles “Administrative Fire Captain” and “Fire Captain - Incident Safety Officer”; add footnote designations (2) and (3) to the titles “EMS Education Coordinator “, “EMS Instructor Coordinator “, “EMS Supervisor “, “EMS Technical Resource Specialist “, “Milwaukee Overdose Response Initiative Supervisor “, “Mobile Integrated Healthcare Program Manager “, and “Recruitment Director”; and amend footnotes (1) and (2) to read the following:

- (1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

**Part 7.** Part 1, Section 5 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 5IN, amend footnotes (4) and (10) to read the following:

- (4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. 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 or assigned to perform a Fire Dispatcher - Senior assignment to be paid an additional 5% or at the minimum of the following range, whichever is greater. 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% or at least the minimum of the following range, whichever is greater. 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 |

- (10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. 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 or assigned to perform a Fire Dispatcher - Senior assignment to be paid an additional 5% or at the minimum of the following range, whichever is greater. 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% or at least the minimum of the following range, whichever is greater. 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 |

Under Pay Range 5EN, amend footnotes (9) and (14) to read the following:

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

|          |           |           |
|----------|-----------|-----------|
| Biweekly | 1,709.16  | 1,889.14  |
| Annual   | 44,438.16 | 49,117.64 |

(14) Recruitment is at:

|          |           |
|----------|-----------|
| Biweekly | 1,709.16  |
| Annual   | 44,438.16 |

**Part 8.** Part 1, Section 6 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 6HN, delete footnotes (3) and (8) and renumber remaining footnotes accordingly.

**Part 9.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 10.** The provisions of Part 2 of this ordinance are deemed to be in force and effect from and after Pay Period 20, 2022 (September 18, 2022).

**Part 11.** The provisions of Parts 3 and 5 of this ordinance are deemed to be in force and effect from and after Pay Period 24, 2022 (November 13, 2022).

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

**Part 12.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
10/24/2022

Technical Corrections  
Chris Lee  
10/25/2022, 11/14/2022