



Legislation Details (With Text)

File #: 221156 **Version:** 1

Type: Ordinance **Status:** Passed

File created: 11/22/2022 **In control:** COMMON COUNCIL

On agenda: **Final action:** 12/13/2022

Effective date:

Title: A substitute ordinance to further amend the 2023 rates of pay of offices and positions in the City Service.

Sponsors: THE CHAIR

Indexes: SALARY ORDINANCE

Attachments: 1. 2023 Salary Ordinance (Effective Pay Period 2, 2023), 2. Actual Salary Ordinance Changes, 3. Notice published 1-4-23

| Date | Ver. | Action By | Action | Result | Tally |
|------------|------|-------------------------------|-------------------------|--------|-------|
| 11/22/2022 | 0 | COMMON COUNCIL | ASSIGNED TO | | |
| 12/6/2022 | 1 | CITY CLERK | DRAFT SUBMITTED | | |
| 12/7/2022 | 1 | FINANCE & PERSONNEL COMMITTEE | RECOMMENDED FOR PASSAGE | Pass | 5:0 |
| 12/13/2022 | 1 | COMMON COUNCIL | PASSED | Pass | 12:0 |
| 12/14/2022 | 1 | MAYOR | SIGNED | | |
| 1/4/2023 | 1 | CITY CLERK | PUBLISHED | | |

221156
 SUBSTITUTE 1
 220650, 221154, 221192, 221209, 221211

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:
 All Departments, Common Council - City Clerk (Municipal Research Center - City Records Center),
 Department of Neighborhood Services (Development Center Division), Department of Public Works
 (Administrative Services Division)

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

Part 1. Part 1 of ordinance File Number 220650 relative to rates of pay of offices and positions in the City Service is hereby amended to remove duplicative language in regards to footnoted recruitment flexibility that is covered in Part II, Section 3: Salary at Time of Appointment, B. Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2) (Effective Pay Period 2, 2023 - January 8, 2023):

See attached “2023 Salary Ordinance (Effective Pay Period 2, 2023)”.

Part 2. Part 1 of ordinance File Number 220650 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 2023 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) (Effective Pay Period 2, 2023 - January 8, 2023):

See attached "2023 Salary Ordinance (Effective Pay Period 2, 2023)".

Part 3. 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 2CN, add new footnotes (9) and (18) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (9) and (18) to the title of "Document Services Supervisor":

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

"(18) An employee possessing an ICRM certification to be paid an additional 3%."

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 (Effective Pay Period 25, 2022 - November 27, 2022):

Under Pay Range 2IX, add new footnotes (12) and (24) to read as follows, renumber remaining footnotes accordingly, and add footnote designations (12) and (14) to the title "Safety Specialist":

"(12) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work."

"(24) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work."

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 1, 2023 - December 25, 2022):

Under Pay Range 2EN, amend footnotes (5) and (22) to read:

"(5) Recruitment is at:

| | | |
|----------|-----------|------------|
| Biweekly | 2,488.27 | 2,621.95 |
| Annual | 64,695.02 | 68,170.70" |

"(22) Recruitment is at:

| | | |
|----------|-----------|------------|
| Biweekly | 2,562.92 | 2,700.61 |
| Annual | 66,635.92 | 70,215.86” |

Under Pay Range 2GN, delete footnote designation (34) from and add footnote designation (36) to the titles of “Plan Examiner II” and “Mechanical Plan Examiner II”.

Part 6. Part 1, Section 3 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 1, 2023 - December 25, 2022):

Under Pay Range 3BN, amend the “Wage Rate” table to read the following:

| | | |
|-----------------|-----------------|-----------------|
| “Hourly | 16.23 | 19.60 |
| Biweekly | 1,298.61 | 1,568.05 |
| Annual | 33,763.86 | 40,769.30” |

Part 7. Part 2, 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 (Effective Pay Period 1, 2023 - December 25, 2022):

Under Part II, Section 5, “Promotions and Special Pay Practices”, amend paragraph “C.” to read:

“C. Pay Equity Adjustments: In order to establish flexibility to address internal equity problems, the Department of Employee Relations is authorized to recommend pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Protective Service Workers (Section 4) with the exception of represented sworn employees, Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), and Service and Maintenance (Section 8).

Equity adjustments may be requested when an employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience performing similar work within the same department. Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.”

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

Part 9. The provisions of Part 3 of this ordinance are deemed to be in force and effect from and after Pay Period 24, 2022 (November 13, 2022).

Part 10. The provisions of Part 4 of this ordinance are deemed to be in force and effect from and after Pay Period 25, 2022 (November 27, 2022).

Part 11. The provisions of Parts 5, 6, and 7 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2023 (December 25, 2022).

Part 12. The provisions of Parts 1 and 2 of this ordinance are deemed to be in force and effect from and after Pay Period 2, 2023 (January 8, 2023).

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
12/06/2022