



## Legislation Details (With Text)

**File #:** 230222 **Version:** 1

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

**File created:** 5/31/2023 **In control:** FINANCE & PERSONNEL COMMITTEE

**On agenda:** **Final action:** 7/11/2023

**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. Notice published 7/28/2023

Date	Ver.	Action By	Action	Result	Tally
5/31/2023	0	COMMON COUNCIL	ASSIGNED TO		
7/7/2023	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
7/11/2023	1	COMMON COUNCIL	PASSED	Pass	14:0
7/14/2023	1	MAYOR	SIGNED		
7/28/2023	1	CITY CLERK	PUBLISHED		

230222  
SUBSTITUTE 1  
220650, 221975, 230220, 230221

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:  
Assessor's Office, Deferred Compensation Plan, Health Department (Office of The Commissioner and Health Administration, Clinical Services Division, Community Health Division, Environmental Health Division), Library, Police Department, Department of Public Works (Infrastructure Services Division, Operations Division, Sewer Maintenance Fund, Water Works)

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

**Part 1.** Table of Contents 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 18, 2023 - August 20, 2023):

Under "Table of Contents", add the following rows after "Part V" and assign page numbers accordingly:

### PART VI - SALARY ORDINANCE CHANGES FOLLOWING EXTENDED IMPLEMENTATIONS

Section 1	Officials and Administrators
Section 2	Professionals
Section 3	Technicians
Section 4	Protective Services
Section 5	Paraprofessionals
Section 6	Administrative Support
Section 7	Skilled Craft
Section 8	Service and Maintenance
Section 9	Part-time and Intermittent
Section 10	Boards and Commissions
Section 11	Elected Officials

**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:

Under Pay Range 1GX, delete the title of “Well Woman Program Manager (14)” and add the title of “Well Women Program Manager (14)”.

**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 15, 2023 - July 9, 2023):

Under Pay Range 1GX, delete the titles of “Water Distribution Operations Manager” and “Assessment Division Manager (3)”.

Under Pay Range 1HX, add the titles of “Business Systems Administrator (6)” and “Crime Scene Supervisor (9)”, delete the title of “Business Systems Manager (1) (2)”, delete footnote (2) in its entirety, add new footnote (9) to read as follows, and renumber remaining footnotes accordingly:

“(9) Recruitment is at:

Biweekly	3,394.88
Annual	88,266.88”

Under Pay Range 1IX, add footnote designation (12) to the title of “Police Forensics Services Director (1)” and add new footnote (12) to read:

“(12) Recruitment is at:

Biweekly	3,734.38
Annual	97,093.88”

Under Pay Range 1JX, delete the titles of “Assessment Appeals Director (1) (2)” and “Assessment Operations Director (1) (2)”, add the titles of “Assessment Division Manager (7)” and “Business Systems Manager (1)(6)”, delete footnote (1) in its entirety, add new footnotes (6) and (7) to read as follows, and renumber remaining footnotes accordingly:

“(6) Recruitment is at:

Biweekly	3,705.58
Annual	96,345.08”

“(7) Recruitment is at:

Biweekly	3,610.88
Annual	93,882.88”

Under Pay Range 1KX, add the titles of “Assessment Appeals Director (1)(5)” and “Assessment Operations Director (1)(5)”, and add new footnote (5) to read as follows:

“(5) Recruitment is at:

Biweekly	3,971.96
Annual	103,270.96”

Under Pay Range 1LX, delete the title of “Executive Director - Deferred Compensation Board (3)(4)”.

Under Pay Range 1PX, add the title of “Executive Director - Deferred Compensation Board (1)” and add new footnote (1) to read as follows:

“(1) Recruitment is at:

Biweekly	5,368.19
Annual	139,572.94”

**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 2GN, delete footnote designation (19) from the title of “Public Health Nurse 1 (18)(19)”, delete footnote (19) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2HN, delete footnote designation (20) from the title of “Public Health Nurse 2 (19)(20)”, delete footnote (20) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2IN, delete footnote (12) from the title “Public Health Nurse 3 (11)(12)” and delete footnote (12) in its entirety.

**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 15, 2023 - July 9, 2023):

Under Pay Range 2DN, delete the titles of “Property Appraiser 1 (7) (11)”, “Property Appraiser 2 (9 )(11)”, “Property Appraiser 3 (9) (11)”, “Property Appraiser 4 (10) (11)”, “Environmental and Disease Control Specialist (3)”; delete footnotes (3), (7), (8), (9), (10), and (11) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 2HN, delete the titles of “Senior Property Appraiser 1 (2)(6)(7)”, “Senior Property Appraiser 2 (3)(6)(7)”, “Senior Property Appraiser 3 (4)(6)(7)”, “Senior Property Appraiser 4 (5)(6)(7)”, “Consumer

Environmental Health Coordinator (21)”; add the title of “Residential Property Appraiser 1 (14)”; delete footnotes (2), (3), (4), (5), (6), (7), (8), and (10) in their entirety; add new footnote “(14)” to read as follows; and renumber remaining footnotes accordingly.

“(14) Recruitment is at:

Biweekly	2,340.46
Annual	60,851.96”

Under Pay Range 2IN, add the titles of “Consumer Environmental Health Coordinator (13)”, “Environmental & Disease Control Specialist (12)”, and “Residential Property Appraiser 2 (14)”; and add new footnotes (12), (13), and (14) to read as follows

“(12) Recruitment is at:

Biweekly	2,645.73
Annual	68,788.98”

“(13) Recruitment is at:

Biweekly	2,747.77
Annual	71,442.02”

“(114) Recruitment is at:

Biweekly	2,504.31
Annual	65,112.06”

Under Pay Range 2JN, add the title of “Residential Property Appraiser 3 (4)” and add new footnote (4) to read as follows:

“(4) Recruitment is at:

Biweekly	2,679.58
Annual	69,669.08”

Under Pay Range 2JX, delete the title of “Business Systems Administrator (2)”.

Under Pay Range 2KN, add the title of “Commercial Property Appraiser 1 (2)” and add new footnote (2) to read as follows:

“(2) Recruitment is at:

Biweekly	2,867.15
Annual	74,545.90”

Under Part 1, Section 2, add new Pay Range 2LN with the following rates:

**“Wage Rate:**

Hourly	35.43	49.60
<b>Biweekly</b>	<b>2,834.17</b>	<b>3,967.70</b>
Annual	73,688.42	103,160.20”

Under Pay Range 2LN, add the title of “Commercial Property Appraiser 2 (1)” and add new footnote (1) to read as follows:

“(1) Recruitment is at:

Biweekly	3,067.85
Annual	79,764.10”

Under Pay Range 2MX, add the title of “Commercial Property Appraiser 3 (7)” and add new footnote (7) to read as follows:

“(7) Recruitment is at:

Biweekly	3,282.62
Annual	85,348.12”

**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 15, 2023 - July 9, 2023):

Under Pay Range 3FN, delete the title of “Property Assessment Technician I”.

Under Pay Range 3GN, delete the title of “Property Assessment Technician II”.

Under Pay Range 3IN, delete the title of “Property Listing Technician”.

Under Pay Range 3LN, delete the title of “Consumer Environmental Health Inspector 1 (4)”;

add the titles of “Property Assessment Technician 1 (5)” and “Property Listing Technician 1 (6)”;

amend footnote (4) to read as follows; and add new footnotes (5) and (6) to read as follows:

“(4) Recruitment is at:

Biweekly	2,050.42
Annual	53,310.92”

“(5) Recruitment is at:

Biweekly	1,984.00
Annual	51,584.00”

“(6) Recruitment is at:

Biweekly	2,043.50
----------	----------

Annual	53,131.00”
--------	------------

Under Pay Range 3MN, delete the title of “Consumer Environmental Health Inspector 2 (4)””; add the titles of “Property Assessment Technician 2 (7)” and “Property Listing Technician 2 (8)””; amend footnote (4) to read as follows; and add new add new footnotes (7) and (8) to read as follows:

“(4) Recruitment is at:

Biweekly	2,152.96
Annual	55,976.96”

“(7) Recruitment is at:

Biweekly	2,083.19
Annual	54,162.94”

“(8) Recruitment is at:

Biweekly	2,145.69
Annual	55,787.94”

Under Part 1, Section 3, add new Pay Range 3PN with the following rates:

**“Wage Rate:**

Hourly	23.86	30.99
<b>Biweekly</b>	<b>1,908.79</b>	<b>2,479.33</b>
Annual	49,628.54	64,462.58”

Under Pay Range 3PN, add the titles of “Consumer Environmental Health Inspector 1 (1)” and “Home Environmental Health Inspector 3 (1)”, and add new footnote (1) to read as follows:

“(1) Recruitment is at:

Biweekly	2,260.62
Annual	58,776.12”

Under Part 1, Section 3, add new Pay Range 3QN with the following rates:

**“Wage Rate:**

Hourly	25.29	32.85
<b>Biweekly</b>	<b>2,023.32</b>	<b>2,628.09</b>
Annual	52,606.32	68,330.34”

Under Pay Range 3QN, add the titles of “Consumer Environmental Health Inspector 2 (1)” and “Home

Environmental Health Inspector 4 (1)”, and add new footnote (1) to read as follows:

“(1) Recruitment is at:

Biweekly	2,373.62
Annual	61,714.12”

Under Pay Range 3RN, delete the titles of “Home Environmental Health Inspector 3 (3)(4)”, “Home Environmental Health Inspector 4 (2)(4)”, and “Consumer Environmental Health Inspector 4 (2)”; add the titles of “Property Assessment Technician 3 (2)” and “Property Listing Technician 3 (4)”; amend footnotes (2) and (3) to read as follows; and add new footnote (4) to read as follows:

“(2) Recruitment is at:

Biweekly	2,187.35
Annual	56,871.10”

“(3) Recruitment is at:

Biweekly	2,492.31
Annual	64,800.06”

“(4) Recruitment is at:

Biweekly	2,252.96
Annual	58,576.96”

Under Pay Range 3SN, add the title of “Consumer Environmental Health Inspector 4 (3)” and add new footnote (3) to read as follows:

“(3) Recruitment is at:

Biweekly	2,616.92
Annual	68,039.92”

**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 (Effective Pay Period 15, 2023 - July 9, 2023):

Under Pay Range 5IN, add the title of “Assessment Accounting Assistant (9)” and add new footnote (9) to read as follows:

“(9) Recruitment is at:

Biweekly	1,880.46
Annual	48,891.96”

Under Pay Range 5JN, add the titles of “Deferred Compensation Plan Services Assistant (1)” and “Assessment Services Assistant - Senior (3)”.

Under Pay Range 5KN, add the title of “Assessment Services Specialist (2)”.

**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 (Effective Pay Period 15, 2023 - July 9, 2023):

Under Pay Range 6GN, add title of “Assessment Services Clerk (3)” and add new footnote (3) to read as follows:

“(3) Recruitment is at:

Biweekly	1,450.62
Annual	37,716.12”

Under Pay Range 6LN, add the title of “Assessment Services Assistant 1 (2)” and add new footnote (2) to read as follows:

“(2) Recruitment is at:

Biweekly	1,655.88
Annual	43,052.88”

Under Pay Range 6NN, add the title of “Assessment Services Assistant 2 (4)” and add new footnote (4) to read as follows:

“(4) Recruitment is at:

Biweekly	1,738.65
Annual	45,204.90”

Under Pay Range 6ON, add the title of “Assessment Services Assistant 3 (2)” and add new footnote (2) to read as follows:

“(2) Recruitment is at:

Biweekly	1,825.62
Annual	47,465.60”

**Part 9.** 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 18, 2023 - August 20, 2023):

Add new “**PART VI - SALARY ORDINANCE CHANGES FOLLOWING EXTENDED IMPLEMENTATIONS**” after “PART V”



**Part 10.** Part 6 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 18, 2023 - August 20, 2023):

Under Part 6, add the following language and sections headings:

**“Changes below are effective Pay Period 18, 2023 and will go live when the report is implemented at a later date determined by the Department of Employee Relations.”**

**“SECTION 1: OFFICIALS AND ADMINISTRATORS**

**SECTION 2: PROFESSIONALS**

**SECTION 3: TECHNICIANS**

**SECTION 4: PROTECTIVE SERVICES**

**SECTION 5: PARAPROFESSIONALS**

**SECTION 6: ADMINISTRATIVE SUPPORT**

**SECTION 7: SKILLED CRAFT**

**SECTION 8: SERVICE AND MAINTENANCE**

**SECTION 9: PART-TIME AND INTERMITTENT**

**SECTION 10: BOARDS AND COMMISSIONS**

**SECTION 11: ELECTED OFFICIALS”**

**Part 11.** Part 6, 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 18, 2023 - August 20, 2023):

Under Part 6, Section 1, copy and paste Pay Ranges 1AX, 1BX, 1CX, 1DX, 1EX, 1FX, 1GX, 1HX, 1IX, and IJX from Part 1, Section 1 in their entirety.

Under Pay Range 1AX, delete the titles of “Building Services Supervisor II (1)”, “Inventory Manager”, “Locator Technician Supervisor”, “Fleet Operations Supervisor (1) (2)”, “Sanitation Supervisor (1) (2)”, “Street Repair Supervisor (1)”, and “Self-Help Yard Supervisor (1) (2)”, delete footnotes (1) and (2) in their entirety, and renumber remaining footnotes accordingly.

Under Pay Range 1BX, delete the titles of “Field Operations Inspection Specialist (1)”, “Mechanical Maintenance Supervisor (1)”, “Bridge Operator Supervisor”, “Sewer Operations Supervisor (3)”, “Sewer Maintenance Program Manager (3)”, and “Water Field Supervisor (2) (3)”; add the titles of “Building Operations Supervisor (3)”, “Locator Technician Supervisor (2)”, and “Inventory Supervisor (2)”; amend footnote (2) to read as follows, and renumber remaining footnotes accordingly:

“(2) Recruitment is at:

Biweekly	2,320.65
Annual	60,336.90”

Under Pay Range 1CX, delete the titles of “Inventory Services Manager”, “Equipment Inventory Manager (1)”, and “Fleet Operations and Training Supervisor (1)”; add the title of “Inventory Manager (4)”, and add new footnote (4) to read as follows:

“(4) Recruitment is at:

Biweekly	2,348.81
Annual	61,069.06”

Under Pay Range 1DX, delete the titles of “Plant and Equipment Repair Supervisor” and “Sanitation District Manager (1)”; add the title of “Field Operations Inspection Supervisor (1)(6)”; and add new footnote (6) to read as follows:

“(6) Recruitment is at:

Biweekly	2,320.65
Annual	60,336.90”

Under Pay Range 1EX, delete the titles of “Water Meter Services Manager”, “Fleet Operations and Training Manager (3)”, and “Water Distribution Construction Manager”; add the titles of “Fleet Inventory Manager (3) (12)”, “Mechanical Maintenance Manager (3) (13)”, “Fleet Operations Supervisor (3) (13)”, “Sanitation Supervisor (3) (13)”, “Self-Help Yard Supervisor (3) (13)”, and “Street Repair Supervisor (3) (15)”; add footnote designation (14) to the title of “DPW Inventory and Purchasing Manager”; and add new footnotes (12), (13), (14), and (15) to read as follows:

“(12) Recruitment is at:

Biweekly	2,884.62
Annual	75,000.12”

“(13) Recruitment is at:

Biweekly	2,743.90
Annual	71,341.40”

“(14) Recruitment is at:

Biweekly	2,513.19
Annual	65,342.94”

“(15) Recruitment is at:

Biweekly	2,436.69
Annual	63,353.94”

Under Pay Range 1FX, delete the titles of “Street Repair District Manager (4) (7)”, “Water Distribution Scheduling Manager”, “Sewer Services District Manager (7)”, “Operations Services Manager (4)”; add the titles of “Street Operations Supervisor (1) (4)”, “Sewer Operations Supervisor (1)”, “Sewer Maintenance Program Manager (1)”, “Fleet Operations and Training Supervisor (4) (11)”, and “Water Field Supervisor (1) (12)”; and add new footnotes (11) and (12) to read as follows:

“(11) Recruitment is at:

Biweekly	2,884.62
Annual	75,000.12”

“(12) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.”

Under Pay Range 1GX, delete the title of “Water Distribution Operations Manager”; add the titles of “Water Distribution Construction Manager (13)”, “Fleet Operations and Training Manager (13) (16)”, and “Sanitation District Manager (16) (17)”; and add new footnotes (16) and (17) to read as follows:

“(16) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

(17) Recruitment is at:

Biweekly	2,884.62
Annual	75,000.12”

Under Pay Range 1HX, add the titles of “Operations Services Manager (3) (10)”, “Water Meter Services Manager (2)”, “Street Repair District Manager (1) (2)”, “Water Distribution Scheduling Manager (2)”, and “Sewer Services District Manager (1)(2)”; add footnote designation (3) to the titles of “Fleet Operations Manager (1)”, “Sanitation Area Manager (1)”; and add new footnote (10)

“(10) 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 results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.”

Under Pay Range 1IX, add the title of “Water Distribution Operations Manager (9)” and delete the titles of “Sewer Services Manager (1) (2)”, “Water Distribution Manager (1)”, and “Bridge Maintenance Manager (1) (2)”.

Under Pay Range 1JX, add the titles of “Bridge Maintenance Manager (1) (5)”, “Sewer Services Manager (1) (5)”, and “Water Distribution Manager (1) (5)”; add footnote designation (5) to the title of “Sanitation Services Manager (1)”; and delete footnote designation (2) from and add footnote designation (5) to the title of “Street Services Manager (1)(2)”.

**Part 12.** Part 6, 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 18, 2023 - August 20, 2023):

Under Part 6, Section 3, copy and paste Pay Ranges 3BN and 3LN from Part 1, Section 3 in their entirety.

Under Pay Range 3BN, delete the title of “Sanitation Inspector (1) (2)” and delete footnote (2) in its entirety.

Under Pay Range 3LN, delete the title of “Driving Training Instructor”.

**Part 13.** Part 6, 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 (Effective Pay Period 18, 2023 - August 20, 2023):

Under Part 6, Section 6, copy and paste Pay Ranges 6GN, 6HN, 6IN, 6JN, and 6LN from Part 1, Section 6 in their entirety.

Under Pay Range 6GN, delete the titles of “Inventory Control Assistant I” and “Inventory Assistant I”

Under Pay Range 6HN, delete the titles of “Inventory Control Assistant II” and “Inventory Assistant II (1)”, delete footnote (1) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 6IN, delete the titles of “Inventory Assistant III” and “Equipment Parts Assistant”.

Under Pay Range 6JN, delete the titles of “Inventory Assistant IV (2)” and “Lead Equipment Parts Assistant (2)”.

Under Pay Range 6LN, delete the title of “Inventory Assistant V”.

**Part 14.** Part 6, Section 8 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 18, 2023 - August 20, 2023):

Under Part 6, Section 8, add new Pay Range 8AN with the following rates:

**“Wage Rate:**

Hourly	21.15	25.26
<b>Biweekly</b>	<b>1,691.62</b>	<b>2,021.15</b>
Annual	43,982.12	52,549.90”

Under Pay Range 8AN, add the titles of “City Laborer (7) (8)” and “Custodial Worker 1 (1) (2) (3) (4) (5) (6)”;

and add new footnotes (1), (2), (3), (4), (5), (6), (7), (8) to read as follows:

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
- (4) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a backup delivery driver to operate the delivery truck.
- (5) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (6) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- (7) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.
- (8) An employee to be compensated an additional 3% when assigned to perform Brine Operations duties.

Under Part 6, Section 8, add new Pay Range 8BN with the following rates:

**“Wage Rate:**

Hourly	22.20	26.98
<b>Biweekly</b>	<b>1,776.20</b>	<b>2,158.53</b>
Annual	46,181.20	56,121.78”

Under Pay Range 8BN, add the titles of “Inventory Control Assistant 1 (1)”, “Custodial Worker 2”, and “Tow Lot Attendant”; and add new footnote (1) to read as follows:

- (1) Recruitment is at:

Biweekly	1,860.81
Annual	48,381.06”

Under Part 6, Section 8, add new Pay Range 8CN with the following rates:

**“Wage Rate:**

Hourly	23.31	27.41
--------	-------	-------

<b>Biweekly</b>	<b>1,865.01</b>	<b>2,192.73</b>
Annual	48,490.26	57,010.98”

Under Pay Range 8CN, add the titles of “Bridge Operator (2) (3)”, “Custodial Worker 3”, “Electrical Services Laborer (2) (4) (5)”, “Infrastructure Repair Worker 1 (2) (5)”, “Parking Meter Technician (1)”, “Sewer Repair Worker 1 (2)”, “Urban Forestry Worker (2) (6)”, “Water Plant Worker (2) (7)”, and “Water Repair Worker 1 (2)”; and add new footnotes (1), (2), (3), (4), (5), (6), and (7) to read as follows:

(1) Recruitment is at:

Biweekly	1,922.58
Annual	49,987.08

(2) Recruitment is at:

Biweekly	1,890.27
Annual	49,147.02

- (3) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.
- (4) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (5) Effective Pay Period 16, 2017 an employee assigned to perform crosswalk and special purpose line painting to be paid an additional \$.60 per hour.
- (6) Incentives for attaining and maintaining specific certifications with DER approval.
- (7) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.

Under Part 6, Section 8, copy and paste Pay Ranges 8DN, 8EN, 8FN, 8GN, 8HN, 8IN, 8JN, 8KN, 8LN, 8NN, 8ON, and 8PN from Part 1, Section 8 in their entirety.

Under Pay Range 8DN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	24.42	28.33
Biweekly	1,953.84	2,266.45
Annual	50,799.84	58,927.70”

Under Pay Range 8DN, delete the titles of “City Laborer (10) (11)”, “Custodial Worker II - City Laborer (1) (2) (3) (4) (5) (6) (7) (9)”, “Sanitation Yard Attendant (10) (12)”, and “Locator Technician (10)”; add the titles of “Traffic Sign Worker”, “Inventory Control Assistant 2”, “Tow Lot Crew Leader”, “Yard Attendant”, and “Sanitation Inspector 1 (4)”; delete footnotes (1), (2), (11), and (12) in their entirety; add new footnote (4) to read as follows; and renumber remaining footnotes accordingly:

- (4) Employees will receive an additional 5% when performing special assignments.

Under Pay Range 8EN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	25.64	30.64
<b>Biweekly</b>	<b>2,051.53</b>	<b>2,453.85</b>
Annual	53,339.78	63,800.10”

Under Pay Range 8EN, delete the titles of “Delivery Driver”, “Custodial Worker III (4)”, “Water Distribution Laborer (4)”, “Laborer (Electrical Services) (1) (4) (5)”, “Sewer Laborer I (4)”, and “Urban Forestry Laborer (2) (4)”; add the titles of “Water Meter Technician”, “Locator Technician”, “Infrastructure Repair Worker 2”, “Cement Finisher Helper”, “Sewer Repair Worker 2”, “Water Repair Worker 2”, “Inventory Control Assistant 3”, “Sanitation Inspector 2”, “Electrical Services Laborer 2 (2)”, and Bridge Operator - Lead (6)”; delete footnotes (1), (2), (4), and (5) in their entirety; add the title of “Equipment Operator 1 (2) (3) (4) (5)”; add new footnotes (2), (3), (4), (5), and (6) to read as follows; and renumber remaining footnotes accordingly:

- (2) Recruitment is at:

Biweekly	2,115.38
Annual	54,999.88

- (3) An employee to be paid an additional \$57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional \$95.79 biweekly when assigned equipment instruction responsibilities.
- (4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
- (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.

- (6) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour.

Under Pay Range 8FN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	27.44	32.21
<b>Biweekly</b>	<b>2,195.12</b>	<b>2,576.54</b>
Annual	57,073.12	66,990.04”

Under Pay Range 8FN, delete the titles of “Water Distribution Repair Worker I”, “Infrastructure Repair Worker (4)”, “Water Plant Laborer (3)”, “Self-Help Yard Attendant”, “Sewer Laborer II (2)”, and “Cement Finisher Helper (2)”; add the titles of “Parking Meter Technician - Lead (3)”, “Equipment Operator 2 (4)”, “Water Repair Worker 3 (4) (5)”, “Sewer Crew Leader (5)”, “Infrastructure Repair Crew Leader”, “Water Meter Investigator”, and “Water Meter Technician Lead”; amend footnotes (3) and (4) to read as follows; and add new footnotes (5) and (6) to read as follows;

- (3) Recruitment is at:

Biweekly	2,228.23
Annual	57,933.98

- (4) Recruitment is at:

Biweekly	2,221.15
Annual	57,749.90

- (5) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
- (6) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.

Under Pay Range 8GN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	28.81	33.82
<b>Biweekly</b>	<b>2,304.87</b>	<b>2,705.34</b>
Annual	59,926.62	70,338.84”

Under Pay Range 8GN, delete the titles of “Bridge Operator (1) (3)”, “Traffic Sign Worker II (2)”, “Special Laborer (Electrical Services) (2)”, and “Utility Worker (Electrical Services) (2)”; add the titles of “Water



Distribution Investigator”, “Sewer Examiner”, “Sewer Field Investigator”, and “Equipment Operator 3 (1)”; delete all footnotes in their entirety; and add new footnote (1) to read as follows:

(1) Recruitment is at:

Biweekly	2,332.19
Annual	60,636.94

Under Pay Range 8HN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	29.39	34.13
<b>Biweekly</b>	<b>2,351.27</b>	<b>2,730.47</b>
Annual	61,133.02	70,992.22

Under Pay Range 8HN, delete the title of “Tow Lot Attendant (1)”, add the titles of “Directional, Boring Machine Operator/Worker (1)” and “Special Equipment Operator I”, and amend footnote (1) to read as follows:

(1) Recruitment is at:

Biweekly	2,353.85
Annual	61,200.10

Under Pay Range 8IN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	30.62	35.52
<b>Biweekly</b>	<b>2,449.96</b>	<b>2,841.96</b>
Annual	63,698.96	73,890.96”

Under Pay Range 8IN, delete the titles of “Bridge Operator Lead Worker (1) (2)”, “Infrastructure Repair Crew Leader (3)”, “Sewer Field Investigator (4)”, and “Water Meter Investigator (4)”; add the title of “Special Equipment Operator II”; and delete footnotes (1), (2), (3), and (4) in their entirety.

Under Pay Range 8JN, amend the wage rates to read as follows:

**“Wage Rate:**

Hourly	31.48	37.28
<b>Biweekly</b>	<b>2,518.21</b>	<b>2,982.67</b>
Annual	65,473.46	77,549.42”

Under Pay Range 8JN, delete the titles of “Tow Lot Crew Leader (1)” and “Sewer Examiner”; add the titles of “Driver Training Instructor (1)”, “Sewer Repair Crew Leader (1) (2)”, “Water Repair Crew Leader (1) (2)”,

“Special Equipment Operator III (3) (4)”; amend footnote (1) to read as follows; and add new footnotes (2), (3), and (4) to read as follows:

(1) Recruitment is at:

Biweekly	2,571.27
Annual	66,853.02

(2) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.

(3) An employee assigned to operate the Gradall or Excavator (Road) to be paid an additional 2% over the Special Equipment Operator III rate of pay.

(4) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.

Under Part 6, Section 8, delete all contents in their entirety under Pay Ranges 8KN, 8LN, 8NN, 8ON, and 8PN.

**Part 15.** Part 6, Section 9 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 18, 2023 - August 20, 2023):

Under Pay Range 9MN, add the title of “Temporary City Laborer (1)” and add new footnote (1) to read as follows:

“(1) Recruitment is at:

Biweekly	1,474.27
Annual	38,331.02”

**Part 16.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 17.** The provisions of Parts 3, 5, 6, 7, and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 15, 2023 (July 9, 2023).

**Part 18.** The provisions of Parts 1, 9, 10, 11, 12, 13, 14, and 15 of this ordinance are deemed to be in force and effect from and after Pay Period 18, 2023 (August 20, 2023).

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

**Part 19.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
07/06/2023

Technical Corrections  
Chris Lee  
07/07/2023, 07/19/2023