



Legislation Details (With Text)

**File #:** 230522      **Version:** 1

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

**File created:** 7/31/2023      **In control:** COMMON COUNCIL

**On agenda:**      **Final action:** 9/19/2023

**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. Actual Changes PP 20 Effective, 2. Actual Changes PP 21 Effective, 3. Notice published 10/6/2023

Date	Ver.	Action By	Action	Result	Tally
7/31/2023	0	COMMON COUNCIL	ASSIGNED TO		
9/12/2023	1	CITY CLERK	DRAFT SUBMITTED		
9/13/2023	1	FINANCE & PERSONNEL COMMITTEE	RECOMMENDED FOR PASSAGE	Pass	5:0
9/19/2023	1	COMMON COUNCIL	PASSED	Pass	14:0
9/20/2023	1	MAYOR	SIGNED		
10/6/2023	1	CITY CLERK	PUBLISHED		

230522  
 SUBSTITUTE 1  
 220650, 230518, 230519, 230520, 230649, 230694, 230695, 230697

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: Comptroller’s Office, Employees’ Retirement System, Fire Department, Health Department (Clinical Services Division, Community Health Division, Environmental Health Division), Library, Municipal Court, Police Department, Department of Public Works (Administrative Services Division, Operations Division, Infrastructure Services Division, Sewer Maintenance Fund, 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 220650 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1EX, add footnote designation (1) to the titles of “Fleet Operations Supervisor (9)”, “Self Help Yard Supervisor (9)”, “Sanitation Supervisor (9)”, and “Street Repair Supervisor (7)”.

Under Pay Range 1GX, add footnote designation (16) to the title of “Safety Supervisor”.

Under Pay Range 1MX, amend the title of “Building Code Enforcement Manager (3)” to read “Building Codes Enforcement Manager (3)” and delete footnote designation (1) from the titles of “Police Information Systems Director”, “Police Records Director”, and “Water Works Administration Manager”.

Under Pay Range 1QX, amend the title of “Employee Retirement System - Deputy Director (1)” to read “Employee Retirement System - Deputy Director (1)”.

**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, 2023 - September 17, 2023):

Under Pay Range 1HX, add the title of “Painter Supervisor (14)” and add new footnote (14) to read:

(14) Recruitment is at:

Biweekly	3,331.19
Annual	86,610.94

**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 21, 2023 - October 1, 2023):

Under Pay Range 1BX, delete the title of “Court Services Supervisor”.

Under Pay Range 1HX, add the title of “Administrative Services Manager - Court (6)”.

**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 2IN, delete footnote designation (9) from the title of “Water Plant Automation Controls Engineer”, add footnote designation (3) to the title of “Water Plant Automation Controls Engineer”, and amend footnote (3) to read:

(3) Recruitment is at:

Biweekly	2,523.21
Annual	65,681.46

**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 10, 2023 - April 30, 2023):

Under Pay Range 2GN, add new footnote (16) to read “An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.” and add footnote designation (16) to the title of “Public Health Nurse 1 (15)”.

Under Pay Range 2HN, add new footnote (16) to read “An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.” and add footnote designation (16)

to the title of “Public Health Nurse 2 (11)”.

Under Pay Range 2IN, add new footnote (15) to read “An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.” and add footnote designation (15) to the title of “Public Health Nurse 3 (11)”.

Under Pay Range 2KN, add new footnote (5) to read “An employee will receive a special attainment rate of \$30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.” and add footnote designation (5) to the title of “Public Health Nurse - Senior (1)”.

**Part 6.** 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 20, 2023 - September 17, 2023):

Under Pay Range 2FN, delete the title of “Water Treatment Plant Operator (6)”.

Under Pay Range 2HN, delete the title of “Senior Water Treatment Plant Operator (15)”, add the title of “Water Treatment Plant Operator 1 (15)”, and amend footnote (15) to read:

(15) Recruitment is at:

Biweekly	2,725.12
Annual	70,853.12

Under Pay Range 2JN, add the title of “Water Treatment Plant Operator 2 (5)(6)” and add new footnotes (5) and (6) to read:

(5) Recruitment is at:

Biweekly	3,198.58
Annual	83,163.08

(6) Employees assigned as Operator in Charge to be paid an additional 7% of their base rate while performing that function.

Under Pay Range 2KN, add the title of “Water Treatment Plant Operator 3 (3)(4)” and add new footnotes (3) and (4) to read:

(3) Recruitment is at:

Biweekly	3,376.77
Annual	87,796.02

(4) Employees assigned as ‘Operator in Charge to be paid an additional 7% of their base rate while performing that function.

Under Pay Range 2LN, add the title of “Water Treatment Plant Operator 4 (2)” and add new footnote (2) to read:

(2) Recruitment is at:

Biweekly	3,505.62
Annual	91,146.12

Under Section 2, Professionals, add new Pay Range 2MN with the following Wage Rate:

Hourly	37.75	52.85
<b>Biweekly</b>	<b>3,020.29</b>	<b>4,228.39</b>
Annual	78,527.54	109,938.14

Under Pay Range 2MN, add the title of “Water Treatment Plant Lead Operator (1)” and add new footnote (1) to read:

(1) Recruitment is at:

Biweekly	3,856.19
Annual	100,260.94

**Part 7.** 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 21, 2023 - October 1, 2023):

Under Pay Range 2DN, delete the title of “City Payroll Specialist (8)”.

Under Pay Range 2GN, add the title of “City Hall Operator (10)”.

Under Pay Range 2GX, add the title of “Municipal Court Clerk - Lead (9)” and add new footnote (9) to read:

(9) Recruitment is at:

Biweekly	2,478.28
Annual	64,435.28

Under Pay Range 2IN, add the titles of “City Payroll Specialist (6)” and “Water Payroll Specialist (15)”, and add new footnote (15) to read:

(15) Recruitment is at:

Biweekly	2,456.15
Annual	63,859.90

**Part 8.** 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 3PN, Wage Rate, Annual, delete and replace the maximum rate amount of “\$64,462.58” to “\$75,710.44”.

Under Pay Range 3QN, Wage Rate, Annual, delete and replace the maximum rate amount of “\$68,330.34” to

“\$81,767.40”.

**Part 9.** 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 20, 2023 - September 17, 2023):

Under Pay Range 3LN, delete the title of “Laboratory Technician 1 (7)” and delete footnote (7) in its entirety.

Under Pay Range 3MN, delete the title of “Laboratory Technician 2 (9)”, add the titles of “Medical Laboratory Technician (9)” and “Water Laboratory Technician (9)”, and amend footnote (9) to read:

(9) Recruitment is at:

Biweekly	1,996.58
Annual	51,911.08

Under Pay Range 3NN, delete the title of “Laboratory Technician 3 (4)” and delete footnote (4) in its entirety.

**Part 10.** 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 21, 2023 - October 1, 2023):

Under Pay Range 5EN, delete the title of “Personnel Payroll Assistant III (2)(7)”, delete footnote (2) in its entirety, and renumber remaining footnotes accordingly.

Under Pay Range 5IN, add the title of “Court Accounting Assistant (9)”.

Under Pay Range 5JN, add the titles of “Court Accounting Assistant - Senior (3)”, “Court Administrative Assistant (3)”, “Court Services Assistant - Lead (3)”, “Payroll Assistant 1 (5)”, and add new footnote (5) to read:

(5) Recruitment is at:

Biweekly	2,051.97
Annual	53,351.22

Under Section 5, Paraprofessionals, add new Pay Range 5MN with the following Wage Rate:

Hourly	24.98	30.31
<b>Biweekly</b>	<b>1,998.72</b>	<b>2,425.21</b>
Annual	51,966.72	63,055.46

Under Pay Range 5MN, add the title of “Payroll Assistant 2 (1)” and add new footnote (1) to read:

(1) Recruitment is at:

Biweekly	2,154.57
Annual	56,018.82

Under Section 5, Paraprofessionals, add new Pay Range 5NN with the following Wage Rate:

Hourly	26.50	32.15
<b>Biweekly</b>	<b>2,119.84</b>	<b>2,572.18</b>
Annual	55,115.84	66,876.68

Under Pay Range 5NN, add the titles of “Payroll Assistant 3 (1)” and “Municipal Court Clerk 1 (2)(3)”, and add new footnotes (1), (2), and (3) to read:

(1) Recruitment is at:

Biweekly	2,262.30
Annual	58,819.80

(2) Recruitment is at:

Biweekly	2,159.58
Annual	56,149.08

(3) Incumbents assigned to a Municipal Branch to be paid an additional 3% for the duration of the assignment.

Under Section 5, Paraprofessionals, add new Pay Range 5ON with the following Wage Rate:

Hourly	28.10	34.10
<b>Biweekly</b>	<b>2,248.31</b>	<b>2,728.05</b>
Annual	58,456.06	70,929.30

Under Pay Range 5ON, add the titles of “Fire Business Services Specialist (1)”, “DPW Payroll Services Assistant (1)”, “Municipal Court Clerk 2 (2)(3)”, and add new footnotes (1), (2), and (3) to read:

(1) Recruitment is at:

Biweekly	2,329.58
Annual	60,569.08

(2) Recruitment is at:

Biweekly	2,260.79
Annual	58,780.54

(3) Incumbents assigned to a Municipal Branch to be paid an additional 3% for the duration of the assignment.

**Part 11.** 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 21, 2023 - October 1, 2023):

Under Pay Range 6FN, delete the title of “Court Services Assistant III (3)”.

Under Pay Range 6HN, delete the titles of “Personnel Payroll Assistant II (3)” and “Court Services Assistant IV (1)”.

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

(2) Recruitment is at:

Biweekly	1,727.27
Annual	44,909.02

Under Section 6, Administrative Support, add new Pay Range 6MN with the following Wage Rate:

Hourly	21.49	24.79
<b>Biweekly</b>	<b>1,718.86</b>	<b>1,982.96</b>
Annual	44,690.36	51,556.96

Under Pay Range 6MN, add the title of “Payroll Clerk 1 (1)” and add new footnote (1) to read:

(1) Recruitment is at:

Biweekly	1,777.92
Annual	46,225.92

Under Pay Range 6NN, delete the title of “Municipal Court Clerk I (1)”; add the titles of “Court Services Assistant 2 (5)”, “Payroll Clerk 2 (6), and “Court Accounting Assistant (6)”; and add new footnotes (5) and (6) to read:

(5) Recruitment is at:

Biweekly	1,813.62
Annual	47,154.12

(6) Recruitment is at:

Biweekly	1,859.89
Annual	48,357.14

Under Pay Range 6ON, delete the title of “Municipal Court Clerk II”, add the title of “Payroll Clerk 3 (3)”, and add new footnote (3) to read:

(3) Recruitment is at:

Biweekly	1,960.15
Annual	50,963.90

**Part 12.** Part 1, Section 7 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 7AN, add footnote designations (8) and (10) to the title of “Garage Custodian (6)”, and add new footnote (10) to read:

(10) Employees will receive an additional 3% when performing special assignments.

Under Pay Range 7EN, amend the title of “Vehicle Services Writer (5)” to read “Vehicle Service Writer (5)”, delete footnote designation (15) and add footnote designation (12) to the title of “Emergency Vehicle Mechanic I (5)(15)”, add footnote designations (15) and (16) to the title of “Vehicle Service Writer (5)”, add footnote designations (16) and (17) to the title of “Nursery Specialist (7)”, add footnote designations (17), (18), and (19) to the title of “Urban Forestry Specialist (7)”, add footnote designation (11) to the title of “Equipment and Tool Mechanic Lead (5)”, and amend footnote (15) and add new footnotes (16), (17), (18), and (19) to read:

- (15) Employees will receive an additional 3% when performing special assignments.
- (16) Additional 5% biweekly when performing Lead Worker duties.
- (17) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
- (18) Additional 3% biweekly when assigned to operate the Grapple Saw.
- (19) Additional 5% biweekly when performing core forestry duties.

Under Pay Range 7FN, add footnote designation (8) to the title of “Nursery Crew Leader (2)(9)”.

Under Pay Range 7LN, amend footnote (4) to read:

- (4) Additional \$1.50 per hour when designated to hold the Wisconsin Electrical Contractor License for the City.

**Part 13.** Part 1, 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:

Under Pay Range 8FN, add footnote designation (8) to the title “Water Repair Worker 3 (4)(5)”, add footnote designation (9) to the title “Sewer Crew Leader (5)”, and amend footnote (5) and add new footnotes (8) and (9) to read:

- (5) Employees who attain and maintain a Class A CDL to be paid an additional 1% biweekly.
- (8) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
- (9) An employee assigned to operate heavy equipment to be paid an additional 2%

**Part 14.** Part 1, 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 21, 2023 - October 1, 2023):

Under Pay Range 9MN, add the title of “Youth Arborist Apprentice”.

Under Pay Range 9PN, add the title of “Urban Forestry Intern (1)”.

**Part 15.** Part 2, 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:

Under Part II, Section 3. Salary at Time of Appointment, amend paragraph C. to read:

**C. Recruitment of Technicians (Section 3) and Skilled Crafts (Section 7):** In the event it become necessary to recruit at a rate above the minimum for positions classified as Technicians or Skilled Craft, recruitment may be authorized at any rate in the pay range based on credentials and relevant experience with the approval of the Department of Employee Relations.



**Part 16.** Part 2, 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:

Under Part II, Section 9, Supplemental Pay Practices, boldface “**M. Certification Pay:**” and amend paragraph C. to read as follows:

**C. On-Call Pay:** Employees holding positions designated as non-exempt from FLSA required by the department to be on a mandatory on-call rotation to respond to emergencies shall be paid \$15 per 24-hour regularly scheduled workday and \$36 for regularly scheduled off days, holiday or furlough days. If employees are required to be on-call for a period of less than 24 hours, the amounts shall be prorated. This benefit shall not apply to employees in the Department of Public Works performing snow and ice operations.

An employee who is on a mandatory on-call assignment must be available to work and be able to report to work within a short timeframe as established by the department. An eligible employee on an authorized on-call assignment who is called into work shall be compensated at straight time or over-time in accordance with applicable overtime policies.

**Part 17.** 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 20, 2023 - September 17, 2023):

Under Part VI - Salary Ordinance Changes Following Extended Implementations:, add paragraph A to read:

**A.** Whenever a Job Evaluation Report submitted by DER Compensation inadvertently produces an error or inconsistency in relation to the salary ordinance, such errors or inconsistencies shall be investigated by DER. No incumbent shall incur a reduction of pay as a result of such errors. Administrative corrections will be submitted to the Finance and Personnel Committee for approval with an effective date retroactive to the date of error.

This provision allows flexibility in the implementation of large and complex job studies. If there is an inconsistency between the salary ordinance and a Job Evaluation Report, the language of the report shall take precedence. Administrative corrections shall be submitted to the Finance and Personnel Committee for approval with the same effective date of the report.

**Part 18.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 19.** The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 10, 2023 (April 30, 2023).

**Part 20.** The provisions of Part 8 of this ordinance are deemed to be in force and effect from and after Pay Period 15, 2023 (July 9, 2023).

**Part 21.** The provisions of Parts 2, 6, 9, and 17 of this ordinance are deemed to be in force and effect from and after Pay Period 20, 2023 (September 17, 2023).

**Part 22.** The provisions of Parts 3, 7, 10, 11, and 14 of this ordinance are deemed to be in force and effect from and after Pay Period 21, 2023 (October 1, 2023).

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

**Part 23.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
09/12/2023

Technical Corrections  
Chris Lee  
09/20/2023