



## Legislation Text

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**File #:** 150126, **Version:** 1

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150126

Substitute 1

140625

THE CHAIR

A substitute ordinance to further amend the 2015 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, Department of City Development, Deferred Compensation, Health Department, Fire Department, Library, Department of Neighborhood Services, Police Department, Port of Milwaukee, 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 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2015 - June 21, 2015):

Under Pay Range 1HX, delete the title “Executive Director - Deferred Compensation Board”.

**Part 2.** Part 1, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 2HX, add the title “Community Analytics Analyst”.

**Part 3.** Part 1, Section 2 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2015 - June 21, 2015):

Under Pay Range 2EN, delete the titles “Environmental Risk Officer” and “Special Enforcement Inspector”; delete footnotes “(11)”, “(12)”, “(15)” and “(16)” in their entirety; add footnotes “(13)” and “(14)” to “Plan Examiner Specialist”; and add footnote “(15)” to read as follows:

“(15) Recruitment rate is at \$2,160.38. Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,160.38, \$2,262.92, \$2,365.46, \$2,468.00, and \$2,570.54.”.

Under Pay Range 2FN, add the titles “Environmental Risk Officer (5)(7)(8)”, “Mechanical Plan Examiner II (6)(7)(8)”, and “Plan Examiner II (6)(7)(8)” with footnotes “(5)”, “(6)”, and “(7)” to read as follows:

“(5) Recruitment is at \$2,039.77 (\$53,034.02). Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,039.77, \$2,151.92, \$2,264.08, \$2,376.23, \$2,488.42 and \$2,600.58.” ;

“(6) Recruitment is at \$2,554.73 (\$66,422.98). Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,554.73, \$2,656.92 and \$2,757.88.”;

“(7) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee’s prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.; and (8) An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee’s current rate. The employee must achieve all required core competencies and certifications up to an including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.”.

Under Pay Range 2GN, add the titles “Boiler Inspector (6)(7)(8)”, “Building Construction Inspector (6)(7)(8)”, “Electrical Inspector (6)(7)(8)”, “Elevator Inspector (6)(7)(8)”, “Neighborhood Improvement Project Inspector (6)(7)(8)”, “Plumbing Inspector (6)(7)(8)”, “Special Enforcement Inspector (6)(7)(8)”, and “Sprinkler Construction Inspector” with footnotes “(6)”, “(7)”, and “(8)” to read as follows:

“(6) Recruitment is at \$2,390.46 (\$62,151.96). Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,390.46, \$2,481.04, \$2,571.65, \$2,662.27, \$2,752.85, and \$2,843.46.”;

“(7) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee’s prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.”;

“(8) An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee’s current rate. The employee must achieve all required core competencies and certifications up to an including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.”.

Under Pay Range 2HN, delete the titles “Mechanical Plan Examiner” and “Plan Examiner II”; and delete footnote “(7)” in its entirety.

Under Pay Range 2IX, delete the title “Fire Protection Engineer III” and delete footnote “(5)” in its entirety.

Under Pay Range 2JN, delete footnotes “(1)” and “(2)” in their entirety; add the title “Fire Protection Engineer III (1)(2)(3)”; add designations “(2)” and “(3)” to “Mechanical Plan Examiner III”; add designation “(3)” to “Plan Examiner” with footnotes “(1)”, “(2)”, and “(3)” to read as follows:

“(1) Recruitment is at \$2,705.15. Employees will advance to the next rate in the following range upon certification by the Commissioner-Building Inspection of having attained the required skills, job performance and demonstrated competencies: \$2,705.15, \$2,813.73, \$2,922.31, \$3,030.88, \$3,139.46, \$3,248.04, \$3,356.54.”;

“(2) An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee’s prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.”;

“(3) An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee’s current rate. The employee must achieve all required core competencies and certifications up to an including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.”.

Under Pay Range 2OX, add the title “Executive Director - Deferred Compensation Board (4)” with footnote “(4)” to read as follows:

“(4) Recruitment may be at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.”.

**Part 4.** Part 1, Section 3 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2015 - June 21, 2015):

Under Pay Range 3ON, delete the titles “Boiler Inspector I”, “Building Construction Inspector I”, “Electrical Inspector I”, “Elevator Inspector I”, “Neighborhood Improvement Project Inspector (3)(4)(5)”, “Plumbing Inspector I”, and “Sprinkler Construction Inspector I”; and delete footnotes “(2)”, “(3)”, “(4)”, “(5)” in their entirety.

Under Pay Range 3PN, delete the title “Plumbing Inspector II” and delete footnotes “(1)” and “(2)” in their entirety.

Under Pay Range 3QN, delete the titles “Boiler Inspector II”, “Building Construction Inspector II”, “Electrical Inspector II”, “Elevator Inspector II”, and “Sprinkler Construction Inspector II”; and delete footnotes “(1)”, “(2)”, “(3)”, and “(6)” in their entirety.

**Part 5.** Part 1, Section 4 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2013 - June 23, 2013):

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

Pay Range 831

Official Rate - Biweekly

|          |          |          |          |                  |
|----------|----------|----------|----------|------------------|
| 2,522.28 | 2,617.31 | 2,716.22 | 2,819.03 | 2,925.923,037.18 |
|----------|----------|----------|----------|------------------|

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,538.75, 2,633.79, 2,732.68, 2,835.50, 2,942.41, 3,053.66.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,559.35, 2,654.39, 2,753.28, 2,856.10, 2,963.01, 3,074.26.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,567.59, 2,662.63, 2,761.52, 2,864.34, 2,971.25, 3,082.50.”

Pay Range 835

Official Rate - Biweekly

2,722.16    2,827.26    2,936.64    3,050.29    3,168.55,291.36

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,738.37, 2,843.46, 2,952.83, 3,066.49, 3,184.75, 3,307.56.”

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,758.62, 2,863.71, 2,973.08, 3,086.75, 3,205.00, 3,327.82.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,766.72, 2,871.80, 2,981.18, 3,094.84, 3,213.11, 3,335.90.”

Pay Range 836

Official Rate - Biweekly

2,827.26    2,936.64    3,050.29    3,168.55    3,291.36,3419.26

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,843.46, 2,952.83, 3,066.49, 3,184.75, 3,307.56, 3,435.45.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,863.71, 2,973.08, 3,086.75, 3,205.00, 3,327.82, 3,455.71.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,871.80, 2,981.18, 3,094.84, 3,213.11, 3,335.90, 3,463.81.”

Pay Range 839

Official Rate - Biweekly

3,168.55    3,291.36    3,419.26    3,552.21    3,690.56,3834.36

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,184.75,

3,307.56, 3,435.45, 3,568.41, 3,706.77, 3,850.56.”

Amend footnote designation “(3)” to as follows: “(3) Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,205.00, 3,327.82, 3,455.71, 3,588.66, 3,727.01, 3,870.81.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,213.11, 3,335.90, 3,463.81, 3,596.76, 3,735.11, 3,878.92.”

#### Pay Range 842

Official Rate - Biweekly

|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| 3,552.21 | 3,690.56 | 3,834.36 | 3,983.97 | 4,139.54 | 4,301.33 |
|----------|----------|----------|----------|----------|----------|

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2013, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,568.41, 3,706.77, 3,850.56, 4,000.17, 4,155.74, 4,317.53.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2013, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,588.66, 3,727.01, 3,870.81, 4,020.43, 4,175.99, 4,337.78.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2013, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,596.76, 3,735.11, 3,878.92, 4,028.52, 4,184.10, 4,345.88.”

**Part 6.** Part 1, Section 4 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 14, 2014 - June 22, 2014):

Under Pay Ranges 831 through 842 delete the current biweekly rates of pay and substitute therefor the following biweekly rates of pay:

#### Pay Range 831

Official Rate - Biweekly

|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| 2,585.34 | 2,682.74 | 2,784.13 | 2,889.51 | 2,999.07 | 3,113.11 |
|----------|----------|----------|----------|----------|----------|

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,602.22, 2,699.63, 2,801.00, 2,906.39, 3,015.97, 3,130.00.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,623.33, 2,720.75, 2,822.11, 2,927.50, 3,037.09, 3,151.12.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 14, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,631.78, 2,729.20, 2,830.56, 2,935.95, 3,045.53, 3,159.56.”

Pay Range 835

Official Rate - Biweekly

2,790.21    2,897.94    3,010.06    3,126.55    3,247.76, 3,373.64

Amend footnote designation “(1)” to read as follows: “(1) Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,806.83, 2,914.55, 3,026.65, 3,143.15, 3,264.37, 3,390.25.”

Replace footnote designation “(2)” with the following: “(2) Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,827.59, 2,935.30, 3,047.41, 3,163.92, 3,285.13, 3,411.02.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,835.89, 2,943.60, 3,055.71, 3,172.21, 3,293.44, 3,419.30.”

Pay Range 836

Official Rate - Biweekly

2,897.94    3,010.06    3,126.55    3,247.76    3,373.64, 3,504.74

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 2,914.55, 3,026.65, 3,143.15, 3,264.37, 3,390.25, 3,521.34.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 2,935.30, 3,047.41, 3,163.92, 3,285.13, 3,411.02, 3,542.10.”

Amend footnote designation “(5)” to read as follows: “(5) Effective Pay Period 14, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 2,943.60, 3,055.71, 3,172.21, 3,293.44, 3,419.30, 3,550.41.”

Pay Range 839

Official Rate - Biweekly

3,247.76    3,373.64    3,504.74    3,641.02    3,782.82, 3,930.22

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,264.37, 3,390.25, 3,521.34, 3,657.62, 3,799.44, 3,946.82.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,285.13, 3,411.02, 3,542.10, 3,678.38, 3,820.19, 3,967.58.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,293.44, 3,419.30, 3,550.41, 3,686.68, 3,828.49, 3,975.89.”

Pay Range 842

Official Rate - Biweekly

3,641.02    3,782.82    3,930.22    4,083.57    4,243.03 4,408.86

Amend footnote designation “(2)” to read as follows: “(2) Effective Pay Period 14, 2014, an employee who has attained or maintained an Associate’s Degree or 64 Credits shall be paid the following biweekly rates: 3,657.62, 3,799.44, 3,946.82, 4,100.17, 4,259.63, 4,425.47.”

Amend footnote designation “(3)” to read as follows: “(3) Effective Pay Period 14, 2014, an employee who has attained or maintained a Bachelor’s Degree shall be paid the following biweekly rates: 3,678.38, 3,820.19, 3,967.58, 4,120.94, 4,280.39, 4,446.22.”

Amend footnote designation “(4)” to read as follows: “(4) Effective Pay Period 14, 2014, an employee who has attained or maintained a Master’s Degree or Higher shall be paid the following biweekly rates: 3,686.68, 3,828.49, 3,975.89, 4,129.23, 4,288.70, 4,454.53.”

**Part 7.** Part 1, Section 7 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7QN, remove designation “(4)” from the title “Landscape and Irrigation Specialist” and delete footnote “(4)” in its entirety.

**Part 8.** Part 1, Section 8 of ordinance File Number 140625 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 8DN, delete and replace footnotes “(10)” and “(11)” with the following:

“(10) The following employees to be paid the rate of \$1,598.64 biweekly: Brian Grams, Terry Barnes, Richard F. Juno, Chris Shiltz, John Dionne, Jimmy Romo, James J. Kendzierski and Michael Brahm.”;

“(11) The following employees to be paid the rate of \$1,598.64 biweekly: Etheldia Weston-Smith, Daniel Sedlachek, Leon Voelz, Gary Hansen, Barry Dye, Joseph A. De Leon, and Michael Carpenter.”;

Delete designation “(8)” from the titles “Garage Attendant” and “Tow Lot Attendant”; delete designations “(10)” and “(12)” from the title “Port Maintenance Associate”; delete designation “(11)” from the title “Custodial Worker II-City Laborer”; delete the title “SANITATION YARD ATTENDANT (11)(13)”; and add the title “SANITATION YARD ATTENDANT (11)(13)”.

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

**Part 10.** The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2013 (June 23, 2013).

**Part 11.** The provisions of Part 6 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2014 (June 22, 2014).

**Part 12.** The provisions of Parts 1, 3, and 4 of this ordinance are deemed to be in force and effect from and after Pay Period 14, 2015 (June 21, 2015).

The provisions of all other parts 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  
05/28/15