



## Legislation Text

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**File #: 170537, Version: 1**

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170537

SUBSTITUTE 1

160596, 170157, 170535, 170579, 170580

THE CHAIR

A substitute ordinance to further amend the 2017 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, Department of Employee Relations, Fire Department, Health, 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 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

Under Pay Range 1DX, delete the title “Automated Systems Supervisor”.

Under Pay Range 1FX, add footnote designation “(6)” to the title “Family and Community Health Operations Manager”, delete the title “Water Plant Automation Manager”, add the title “Water Plant Automation Supervisor (5)”, and add footnotes “(5)” and “(6)” to read as follows:

“(5) Recruitment is at \$2,550.92 (\$66,323.92).”

“(6) Recruitment is at \$2,668.51 (\$69,381.26).”

Under Pay Range 1HX, add the title “Water Plant Automation Manager (3)” with footnote “(3)” to read as follows:

“(3) Recruitment is at \$3,210.81 (\$83,481.06).”

**Part 2.** Part 1, Section 1 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 1DX, delete the title “Fire Equipment Repairs Supervisor”.

Under Pay Range 1EX, add the title “Fire Fleet and Equipment Manager (11)” with the footnote to read as follows:

“(11) Recruitment is at \$2,446.88 (\$63,618.88).”

**Part 3.** Part 1, Section 2 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

Under Pay Range 2GN, delete the title “Automated Systems Specialist”.

Under Pay Range 2IN, add the title “Water Plant Automation Controls Engineer (3)(4)(5)” with footnotes “(3)”, “(4)” and “(5)” to read as follows:

“(3) Career Ladder Position. Minimum recruitment is at \$2,428.12 and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$2,428.12, \$2,548.08, \$2,668.03, \$2,787.99, \$2,907.95, \$3,027.90, \$3,147.86 (\$63,131.12, \$66,250.08, \$69,368.78, \$72,487.74, \$75,606.70, \$78,725.40, \$81,844.36).”

“(4) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee’s prior rate is higher than the appropriate increment, the employee will retain their previous rate.”

“(5) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee’s current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.”

**Part 4.** Part 1, Section 2 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 2JX add the title “Risk Management and Safety Officer”.

**Part 5.** Part 1, Section 3 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

Under Pay Range 3KN, delete the title “Water Plant Instrumentation Specialist”.

Under Pay Range 3MN, add the title “Water Plant Automation Technician (3)(4)(5)” with footnotes “(3)”, “(4)” and “(5)” to read as follows:

“(3) Career Ladder Position. Minimum recruitment is at \$1,852.80 and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,852.80, \$1,976.36, \$2,099.93, \$2,223.49, \$2,347.05 (\$48,172.80, \$51,385.36, \$54,598.18, \$57,810.74, \$61,023.30).”

“(4) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee’s prior rate is higher than the appropriate increment, the employee will retain their previous rate.”

“(5) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee’s current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.”

**Part 6.** Part 1, Section 3 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 3HN, delete footnotes “(4)” and “(5)” and these footnote designations from the titles “Maintenance Technician III” and “Sewer Maintenance Scheduler”.

**Part 7.** Part 1, Section 5 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

Under Pay Range 5IN, add the title “Water Plant Maintenance Assistant (11)(12)(13)” with footnotes “(11)”, “(12)”, and “(13)” to read as follows:

“(11) Career Ladder Position. Minimum recruitment is at \$1,837.65. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,837.65, \$1,890.65, \$1,943.65, \$1,996.65, \$2,049.65, \$2,102.65 (\$47,778.90, \$49,156.90, \$50,534.90, \$51,912.90, \$53,290.90, \$54,668.90).”

“(12) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee’s prior rate is higher than the appropriate increment, the employee will retain their previous rate.”

“(13) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee’s current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.”

**Part 8.** Part 1, Section 6 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 6IN, delete footnote “(1)” and the footnote designation from the title “Lead Parking Checker”.

Under Pay Range 6JN, delete footnote “(3)” and the footnote designation from the title “Communications Assistant IV” and “UCC Customer Service Representative IV”.

Under Pay Range 6KN, delete the footnote “(2)” and the footnote designation from the title “Communications Assistant V”.

**Part 9.** Part 1, Section 7 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2017 - January 1, 2017):

Under Pay Range 7EN, add the title “Fire Mechanic I (1)(3)(4)(13)” and add footnotes “(1)” and “(13)” to read as follows:

“(1) Career Ladder Position. Minimum recruitment is at \$1,734.48 (\$45,096.48) and may be up to \$1,874.02 (\$48,724.52) based upon credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Fire Chief as having attained and maintained at all times

the required credentials and demonstrated job performance: \$1,734.48, \$1,763.97, \$1,793.96, \$1,824.45, \$1,855.47, 1,874.02 (\$45,096.48, \$45,863.22, \$46,642.96, \$47,435.70, \$48,242.22, \$48,724.52).”

“(13) Career Ladder Position. An employee assigned to lead worker, acting supervisor, watch assignment, or field work responsibilities will receive an additional 3% hourly when performing that work.”

Under Pay Range 7HN, delete the title “Fire Equipment Mechanic”, add the title “Fire Mechanic III (1)(6)(16) (17)”, delete footnote “(8)”, add the title “Fire Mechanic II (1)(6)(15)(16)”, and add footnotes “(15)”, “(16)”, and “(17)” to read as follows:

“(15) Career Ladder Position. Recruitment is at \$1,948.24. Employees may advance to the next rate in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: \$1,948.24, \$1,981.36, \$2,015.05, \$2,049.30, \$2,084.14, \$2,104.98 (\$50,654.24, \$51,515.36, \$52,391.30, \$53,281.80, \$54,187.64, \$54,729.48)”

“(16) Career Ladder Position. An employee assigned to lead worker, acting supervisor, watch assignment, or field work responsibilities will receive an additional 3% hourly when performing that work.”

“(17) Career Ladder Position. Recruitment is at \$2,119.57. Employees may advance to the next rate in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: \$2,119.57, \$2,155.60, \$2,192.25, \$2,229.52, \$2,267.42, \$2,305.96, \$2,329.02 (\$55,108.82, \$56,045.60, \$56,998.50, \$57,967.52, \$58,952.92, \$59,954.96, \$60,554.52).”

**Part 10.** Part 1, Section 7 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 7CN, delete footnote “(5)” and the footnote designation from the title “Equipment Mechanic II”.

Under Pay Range 7EN, delete footnote “(7)” and the footnote designation from the title “Equipment Mechanic IV”.

Under Pay Range 7FN, delete footnote “(3)” and the footnote designation from the title “Lead Equipment Mechanic”.

**Part 11.** Part 1, Section 8 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Pay Range 8EN, delete footnote “(4)” and the footnote designation from the titles “Custodial Worker III”, “Laborer (Electrical Services)”, “Sewer Laborer I”, and “Water Distribution Laborer”.

Under Pay Range 8FN, delete footnotes “(7)”, “(8)”, and “(9)” and these footnote designations from the titles “Cement Finisher Helper”, “Garage Custodian”, “Infrastructure Repair Worker”, “Sewer Laborer II”, “Special Fleet Services Laborer”, and “Traffic Sign Worker I”.

Under Pay Range 8GN, delete footnote “(3)” and the footnote designation from the titles “Sewer Crew Leader

I”, “Special Laborer (Electrical Services)”, and “Utility Worker (Electrical Services)”.

Under Pay Range 8HN, delete footnotes “(1)” and “(2)” and the footnote designations from the titles “Sewer Crew Leader II” and “Sewer Field Investigator”.

Under Pay Range 8IN, delete footnotes “(2)”, “(3)”, “(4)”, and these footnote designations from the titles “Bridge Operator Lead Worker”, “Infrastructure Repair Crew Leader”, and “Water Distribution Utility Investigator”.

Under Pay Range 8JN, delete footnote “(3)” and the footnote designations from the title “Sewer Examiner II”.

Under Pay Range 8KN, delete footnote “(5)” and the footnote designation from the title “Sewer Repair Crew Leader”.

**Part 12.** Part 1, Section 8 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 16, 2017 - July 30, 2017):

Under Pay Range 8DN, add the footnote designation “(17)” to the title “City Laborer” with the footnote to read as follows:

“(17) 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.”

Under Pay Range 8EN, add the footnote designation “(7)” to the title “Laborer (Electrical Services)” with the footnote to read as follows:

“(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.”

Under Pay Range 8FN, add the footnote designation “(10)” to the title “Infrastructure Repair Worker” with the footnote to read as follows:

“(10) 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.”

**Part 13.** Part 2, Section 4 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2016 - December 20, 2015):

Under Part II, Section 4, E, of the Salary Ordinance (Exceptions and exclusions) change item 1) as follows:

“1) Positions in approved Career Ladders - salary adjustments or advancement within a career ladder, including lump sum payments, shall be consistent with the guidelines established by DER for the Career Ladders.”

**Part 14.** Part 2, Section 4 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 20, 2017 - September 24, 2017):

Under Part II, Section 4, B, of the Salary Ordinance (Salary Anniversary Dates and Timing of Salary

Adjustments), change the first paragraph as follows:

“B. Salary Anniversary Dates and timing of Salary Adjustments: A determination regarding an employee’s eligibility for a salary adjustment will be made near or on the employee’s salary anniversary date. The salary adjustment resulting from that process will be effective the pay period of the employee’s salary anniversary date. Lump sum payments due to eligible employees will be paid in accordance with guidelines developed and administered by DER. Salary adjustments for Group B eligible employees will be effective Pay Period 20, 2017 or on their anniversary date if it occurs after Pay Period 20.”

**Part 15.** Part 2, Section 5 of ordinance File Number 160596 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 18, 2017 - August 27, 2017):

Under Part 11, Section 5, A, (Promotions, Reclassifications, and Reallocations), add the following as a fifth paragraph:

“Effective Pay Period 18 (August 27, 2017) an employee given a promotional emergency or temporary appointment to a title in Section 3, 5, 6, 7 or 8 of the Salary Ordinance shall receive a 3% increase above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest.”

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

**Part 17.** The provisions of Part 13 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2016 (December 20, 2015).

**Part 18.** The provisions of Parts 1, 3, 5, 7, and 9 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2017 (January 1, 2017).

**Part 19.** The provisions of Part 12 of this ordinance are deemed to be in force and effect from and after Pay Period 16, 2017 (July 30, 2017).

**Part 20.** The provisions of Parts 2, 4, 6, 8, 10, 11, and 15 of this ordinance are deemed to be in force and effect from and after Pay Period 18, 2017 (August 27, 2017).

**Part 21.** The provisions of Part 14 of this ordinance are deemed to be in force and effect from and after Pay Period 20, 2017 (September 24, 2017).

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

**Part 22.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
07/24/17

Clerical Corrections

Chris Lee

7/25/17, 8/15/17, 8/22/17, 9/6/17