



Legislation Text

---

**File #:** 191911, **Version:** 1

---

191911  
SUBSTITUTE 1  
190613, 191805, 191910, 200081  
THE CHAIR

A substitute ordinance to further amend the 2020 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments:  
Assessor, Common Council-City Clerk, Comptroller's Office, Fire and Police Commission, Fire Department, Health Department, Library, Police Department

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

**Part 1.** Part 1, Section 1 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 1HX, add the title "Fire Information Systems Manager (6) (12)", add or replace the following footnotes to read:

“(6) Recruitment may be at any rate in the pay range with DER and FPC Chair approval.”

“(12) Recruitment may be at any rate in the pay range with DER and FPC Chair approval.”,

And renumber current footnotes “(6)” through “(10)” accordingly.

**Part 2.** Part 1, Section 1 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 11, 2020 - May 17, 2020):

Under Pay Range 1HX, delete the title of “Assistant Director - Library Operations (1) (6)”, delete the title “Fire and Police Commission Operations Manager” and add the title “Fire and Police Commission Chief of Staff”.

Under Pay Range 1IX, delete the title of “Assistant Director - Library Information Technology and Technical Services”, add the title “Fire and Police Commission Audit Manager (8) (16)”, and create the following footnotes:

“(8) Recruitment may be at any rate in the pay range with the approval of DER and the Fire and Police Commission Chair.”

“(16) Recruitment may be at any rate in the pay range with the approval of DER and the Fire and Police Commission Chair.”

Under Pay Range 1JX, add the titles of “Associate Library Director - Technical Services (2) (5)” and “Associate Library Director - Operations (2)(5)”.

**Part 3.** Part 1, Section 1 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 13, 2020 - June 14, 2020):

Under Pay Range 1IX, delete the title of “Auditing Manager” (6) (14) and add the title of “Audit Manager (6) (14)”.

**Part 4.** Part 1, Section 2 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Rate 2HN, add additional language after the recruitment tables under footnotes “(2)” and “(15)” to read as follows:

“Senior Property Appraiser 1 is a promotional opportunity for Property Appraiser 4. The promotional increase shall be to the minimum rate of pay for this title.”

And replace footnote “(5)” to read as follows:

“(5) To be paid in the following range:

Biweekly	2,919.18	3,097.86
Annual	75,898.68	80,544.36”

Senior Property Appraiser 4 is a promotional opportunity for all Senior Appraiser titles. The promotional increase shall be to the minimum rate of pay for this title.”

**Part 5.** Part 1, Section 2 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 15, 2018 - July 15, 2018):

Under Pay Range 2FN, delete and replace footnotes “(6)” and “(15)” to read as follows:

“(6) Recruitment is at the minimum of the following range for Fire Dispatcher

Biweekly	2,345.83	2,600.60
Annual	60,991.58	67,615.60”

“(15) Recruitment is at the minimum of the following range for Fire Dispatcher

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12”

**Part 6.** Part 1, Section 2 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2020 - December 29, 2019):

Under Pay Range 2HX, add the title “Family Injury and Violence Prevention Manager”.

**Part 7.** Part 1, Section 2 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 11, 2020 - May 17, 2020):

Under Pay Range 2FX, delete the title “Fire and Police Commission Risk Auditor” and add the title “Fire and Police Commission Auditor”.

Under Pay Range 2HX, delete the title “Fire and Police Commission Investigator/Auditor”, add the title “Fire and Police Commission Compliance Auditor”, and add the title “Fire and Police Commission Investigator”.

**Part 8.** Part 1, Section 2 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 13, 2020 - June 14, 2020):

Under Pay Range 2FX, add the title of “Associate Auditor (6) (12)” and create the following footnotes:

“(6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

“(12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

Under Pay Range 2GX, add the title of “Associate IT Auditor (10) (20)” and create the following footnotes:

“(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

“(20) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

Under Pay Range 2HX, delete the title of “Auditor Lead”, add the title of “Senior Auditor (5) (10)”, add the title of “IT Auditor (5) (10)”, and create the following footnotes:

“(5) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

“(10) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

Under Pay Range 2JX, delete the title of “Information Systems Auditor (5) (10)”.

Under Pay Range 2KX, add the title of “Senior IT Auditor (6) (12)” and create the following footnotes:

“(6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

“(12) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.”

**Part 9.** Part 1, Section 3 of ordinance File Number 190613 relative to rates of pay of offices and positions in

the City Service is hereby amended as follows (Effective Pay Period 11, 2020 - May 17, 2020):

Under Pay Range 3MN, add the title “Mammography Technologist’ (3) (6)” and create the following footnotes:

“(3) Recruitment is at:

Biweekly	2,036.59
Annual	52,951.34

and may be at any rate in the range with approval of DER.”

“(6) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

and may be at any rate in the range with approval of DER.”

**Part 10.** Part 1, Section 5 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 15, 2018 - July 15, 2018):

Under Pay Range 5IN, delete and replace the following titles, wage rate, residential wage incentive, and footnotes to read as follows:

“EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)”  
“FIRE DISPATCHER (3) (7) (8) (12) (16) (17)”

“Wage Rate:

Hourly	22.28	26.28
Biweekly	1,782.59	2,102.67
Annual	46,347.34	54,669.42”

“(3) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,857.90	2,192.36
Annual	43,325.88	46,347.34	48,305.40	57,001.36”

“(4) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,258.13	2,325.87
Annual	58,711.38	60,472.62

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.”

“(5) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,345.83	2,469.93
Annual	60,991.58	64,218.18”

“(6) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,557.72	1,831.07
Annual	40,500.72	47,607.82”

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	1,886.01	1,942.59
Annual	49,036.26	50,507.34

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at minimum the following rate when performing those duties.

Biweekly	1,857.90
Annual	48,305.40

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.”

“(7) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.”

Biweekly	2,258.13	2,325.88
Annual	58,711.38	60,472.88”

“(8) A Fire Dispatcher assigned to Fire Dispatcher - Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,345.83
Annual	60,991.58

“Resident Wage Incentive:

Hourly	22.95	27.07
Biweekly	1,836.07	2,165.75
Annual	47,737.82	56,309.50”

“(12) Recruitment is at the minimum of the following range for Emergency Communications Operator and Fire Dispatcher. Appointment may be at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations. An employee who receives a satisfactory performance assessment at the six-month point of the probationary period will be paid at the second increment. An employee who passes the 18-month probation period will be paid at the third increment.

Biweekly	1,666.38	1,782.59	1,857.90	2,192.36
Annual	43,325.88	46,347.34	48,305.40	57,001.36”

“(13) If an Emergency Communications Operator is assigned continuous peer training duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,325.87	2,395.65
Annual	60,472.62	62,286.90

If an Emergency Communications Operator is assigned intermittent peer training duties, that employee is to be paid an additional 5% when performing those duties.”

“(14) If an Emergency Communications Operator is assigned continuous lead worker duties, that employee is to be paid an additional 7% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee’s base rate.

Biweekly	2,416.20	2,678.62
Annual	62,821.20	69,644.12”

“(15) The Emergency Communications Operators performing telecommunication duties, which are listed at the end of this footnote, are to be paid in the following range:

Biweekly	1,604.45	1,886.00
Annual	41,715.70	49,036.00

If an employee listed below is assigned continuous peer training duties, that employee is to be paid an

additional 5% or at least the minimum of the following range upon certification by the Chief of Police of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	1,942.59	2,000.87
Annual	50,507.34	52,022.62

If an employee listed below is assigned either intermittent peer training or dispatch duties that employee is to be paid an additional 5% or at least the minimum rate below when performing those duties.

Biweekly	1,913.64
Annual	49,754.64

Employees with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowski, Jessica Klos, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.”

“(16) If a Fire Dispatcher is assigned continuous lead worker duties, that employee is to be paid an additional 5% but at least the minimum in the following range upon certification by the Fire Chief of having attained and maintained the required experience and credentials. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,325.87	2,395.66
Annual	60,472.62	62,287.16”

“(17) A Fire Dispatcher assigned to Fire Dispatcher - Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,416.20
Annual	62,821.20”

**Part 11.** Part 1, Section 11 of ordinance File Number 190613 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range EOE, remove “Wage Rate” designation and add the following footnotes:

“(7) For the 2012 - 2016 term of office, commencing Pay Period 9, 2012, the salary for members of the Common Council (Aldermen) shall be as follows (Per File #110108):

Biweekly	2,816.24
Annual	73,222.24

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.”

“(8) For the 2012 - 2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase to be as follows (Per File #110108):

Biweekly	3,182.66
Annual	82,749.16

This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.”

**Part 12.** All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

**Part 13.** The provisions of Parts 5 and 10 of this ordinance are deemed to be in force and effect from and after Pay Period 15, 2018 (July 15, 2018).

**Part 14.** The provisions of Part 6 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2020 (December 29, 2019).

**Part 15.** The provisions of Parts 2, 7, and 9 of this ordinance are deemed to be in force and effect from and after Pay Period 11, 2020 (May 17, 2020).

**Part 16.** The provisions of Parts 3 and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 13, 2020 (June 14, 2020).

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

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

City Clerk's Office  
Chris Lee  
05/18/20

Technical Corrections  
Chris Lee  
05/18/20, 06/02/20