



## Legislation Text

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**File #:** 211756, **Version:** 1

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211756  
SUBSTITUTE 1  
210760, 211754, 211755, 211800

### THE CHAIR

A substitute ordinance to further amend the 2022 rates of pay of offices and positions in the City Service.

This substitute ordinance changes the rates of pay in the following departments:  
Employees' Retirement System, Fire Department, Health Department (Policy, Innovation and Engagement Division), Police Department, Department of Public Works (Operations Division - Forestry Section)

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

**Part 1.** Part 1, Section 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 12, 2021 - May 30, 2021):

Under Pay Range 1GX, add new footnotes "(16)" and "(32)" to read as follows, renumber remaining footnotes accordingly, delete footnote designations "(9)" and "(23)" from and add footnote designations "(16)" and "(32)" to the title "Health Data and Evaluation Director (8) (9) (23) (24)":

"(16) Recruitment is at:

Biweekly	3,032.65
Annual	78,848.90"

"(32) Recruitment is at:

Biweekly	3,123.63
Annual	81,214.38"

Under Pay Range 1JX, add footnote designations "(6)" and "(12)" to the title of "Deputy Commissioner of Policy, Innovation, and Engagement (2) (8)".

**Part 2.** Part 1, Section 1 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2022 - December 26, 2021):

Under Pay Range 1IX, add the title of "Police Forensic Services Director (1) (10)".

Under Pay Range 1MX, add the title of "Police Records Director (2) (5)".

**Part 3.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 12, 2021 - May 30, 2021):

Under Pay Range 2CN, delete the title of “Health Information Specialist (4) (8) (12) (16)”.

Under Pay Range 2DN, delete the title of “Lead Program Information Specialist (7) (24)”.

Under Pay Range 2FN, add the title of “Health Project Coordinator (5) (11) (16) (22)”.

Under Pay Range 2FX, add the title of “Marketing and Communications Coordinator (4) (9)”.

Under Pay Range 2GN, add the title of “Lead Program Information Specialist (15) (32)”.

Under Pay Range 2HX, add new footnotes “(6)” and “(12)” to read as follows, renumber remaining footnotes accordingly, add footnote designations “(1)”, “(6)”, “(7)”, and “(12)” to the title of “Data and Evaluation Coordinator”:

“(6) Recruitment is at:

Biweekly	2,259.12
Annual	58,737.12”

“(12) Recruitment is at:

Biweekly	2,326.89
Annual	60,499.14”

Under Pay Range 2IX, add new footnotes “(9)” and “(18)” to read as follows, renumber remaining footnotes accordingly, delete footnote designation “(12)” from and add footnote designations “(9)”, “(13)”, and “(18)” to the title of “Public Health Strategist (4) (12)”:

“(9) Recruitment is at:

Biweekly	2,434.69
Annual	63,301.94”

“(18) Recruitment is at:

Biweekly	2,507.73
Annual	65,200.98”

Under Pay Range 2JX, add new footnotes “(8)” and “(16)” to read as follows, renumber remaining footnotes accordingly, add footnote designations “(4)”, “(8)”, “(12)” and “(16)” to the title of “Epidemiologist”, and add the title of “Health Marketing and Communications Officer (4) (5) (12) (13)”:

“(8) Recruitment is at:

Biweekly	2,572.77
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Annual 66,892.02”

“(16) Recruitment is at:

Biweekly 2,649.95  
Annual 68,898.70”

**Part 4.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2022 - December 26, 2021):

Under Pay Range 2JX, add the title of “Community Relations and Engagement Manager (4) (12)”.

**Part 5.** Part 1, Section 2 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 6, 2022 - March 6, 2022):

Under Pay Range 2LX, delete the title of “ERS Network Security Administrator (1) (5)”.

Under Pay Range 2MX, add the title of “ERS Network Security Administrator “(4) (5) (9) (10)”.

**Part 6.** Part 1, Section 3 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 3BN, delete the “Wage Rate” table and replace with:

**“Wage Rate:**

Hourly	16.23	19.60
<b>Biweekly</b>	<b>1,298.61</b>	<b>1,568.05</b>
Annual	33,763.86	40,769.30”

**Part 7.** Part 1, Section 4 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 4GN-Pay Range 831D, delete and replace the entire pay range with the following:

**“4GN-Pay Range 831D**

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)
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**Effective Pay Period 1, 2022 (December 26, 2021)**

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/MPSO labor agreement:

Steps	4	5	6
Hourly	48.12	49.98	51.91
<b>Biweekly</b>	<b>3,849.84</b>	<b>3,998.48</b>	<b>4,153.17</b>
Annual	100,370.83	104,246.08	108,279.09

(1) **Associate's Degree** - (an employee who has attained and maintained)

Associate's Degree or 64 credits			
Hourly	48.41	50.27	52.20
<b>Biweekly</b>	<b>3,872.95</b>	<b>4,021.61</b>	<b>4,176.25</b>
Annual	100,973.34	104,849.12	108,880.80

(2) **Bachelor's Degree** - (an employee who has attained and maintained)

Hourly	48.77	50.63	52.56
<b>Biweekly</b>	<b>3,901.85</b>	<b>4,050.49</b>	<b>4,205.18</b>
Annual	101,726.80	105,602.06	109,635.05

(3) **Master's Degree or Higher** - (an employee who has attained and maintained)

Hourly	48.92	50.78	52.71
<b>Biweekly</b>	<b>3,913.43</b>	<b>4,062.04</b>	<b>4,216.73</b>
Annual	102,028.71	105,903.18	109,936.17

For those employees hired on or after October 3, 2011 or for those employees who otherwise do not meet the conditions specified in the salary ordinance to receive the higher rate of pay for the position:

Steps	4	5	6
Hourly	45.70	47.47	49.30
<b>Biweekly</b>	<b>3,656.28</b>	<b>3,797.43</b>	<b>3,944.37</b>
Annual	95,324.44	99,004.42	102,835.36

(4) **Associate's Degree** - (an employee who has attained and maintained)

Hourly	45.98	47.74	49.58
<b>Biweekly</b>	<b>3,678.24</b>	<b>3,819.42</b>	<b>3,966.29</b>
Annual	95,896.97	99,577.73	103,406.84

(5) **Bachelor's Degree** - (an employee who has attained and maintained)

Hourly	46.32	48.09	49.92
<b>Biweekly</b>	<b>3,705.69</b>	<b>3,846.84</b>	<b>3,993.75</b>
Annual	96,612.63	100,292.61	104,122.77

(6) **Master's Degree or Higher** - (an employee who has attained and maintained)

Hourly	46.46	48.22	50.06
<b>Biweekly</b>	<b>3,716.67</b>	<b>3,857.82</b>	<b>4,004.74</b>

Annual	96,898.89	100,578.88	104,409.26
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- (7) Recruitment to be at the 4th step.
- (8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
- (9) Certain Employees who supervise employees classified in Pay Range 808 shall receive a bi-weekly base salary increase that is 10% above the equivalent step and educational level for the rank supervised, unless the employee is already making 10% or more than those being supervised."

**Part 8.** Part 1, Section 4 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows (Effective Pay Period 1, 2022 - December 26, 2021):

Under Pay Range 4EN, add the titles of "Mobile Integrated Healthcare Program Supervisor" and "Mobile Integrated Healthcare Program Operations Coordinator".

Under Pay Range 4JN, add the titles of "EMS Technical Resource Specialist", "Recruitment Director", "EMS Education Coordinator", "Mobile Integrated Healthcare Program Manager", and "Milwaukee Overdose Response Initiative Supervisor".

**Part 9.** Part 1, Section 5 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 5IN, amend footnotes "(3)", "(4)", "(9)" and "(10)" to read as follows:

"(3) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. Appointment may be at any rate in the following pay range.

Biweekly	2,144.65	2,637.65
Annual	55,760.90	58,578.90

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%."

"(4) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,466.35	3,033.27
Annual	64,125.10	78,865.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,638.96	3,245.62
Annual	68,612.96	84,386.12

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,638.96
Annual	68,612.96"

“(9) Recruitment is at the minimum of the following range for 911 Telecommunicators in the Police and Fire Departments. Appointment may be at any rate in the following pay range.

Biweekly	2,208.99	2,716.78
Annual	57,433.74	70,636.28

A 911 Telecommunicator assigned to perform intermittent on-the-job peer training in the Police and Fire Departments to be paid an additional 5%.”

“(10) Recruitment is at the minimum of the following range for 911 Dispatchers in the Police and Fire Department. Appointment may be at any rate in the following pay range.

Biweekly	2,540.34	3,124.27
Annual	66,048.84	81,231.02

A 911 Dispatcher assigned to intermittent on-the-job peer training duties in the Police Department is to be paid an additional 5%.

A 911 Dispatcher assigned to perform on-the-job peer training duties in the Fire Department is to be paid an additional 5%. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

A 911 Dispatcher assigned to continuous lead worker duties in the Police Department is to be paid an additional 7% and at least the minimum in the following range. For purposes of promotion from this title, the assignment rate is to be considered the employee's base rate.

Biweekly	2,718.13	3,342.99
Annual	70,671.38	86,917.74

A 911 Dispatcher assigned to perform senior assignments in the Fire Department is to be paid the following rate when performing those duties:

Biweekly	2,718.13
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Annual 70,671.38”

**Part 10.** Part 1, Section 7 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under Pay Range 7AN, add footnote designation “(2)” to the title “Urban Forestry Specialist Trainee (1)” and amend footnotes “(1)” and “(2)” to read as follows:

“(1) Recruitment may be up to the following rate with credentials/experience and with the approval of DER:

Biweekly 1,428.24  
Annual 37,134.24”

(2) Recruitment may be up to the following rate with credentials/experience and with the approval of DER:

Biweekly 1,471.10  
Annual 38,248.60”

Under Pay Range 7JN, add footnote designation “(19)” to the title “Urban Forestry Specialist (7) (8) (9) (10) (11) (12) (20) (21) (22) (23) (24)”.

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

**Part 11.** The provisions of Parts 1 and 3 of this ordinance are deemed to be in force and effect from and after Pay Period 12, 2021 (May 30, 2021). Changes in Salary Ordinance will reflect after the Pay Period 2, 2022 2% ATB.

**Part 12.** The provisions of Parts 2, 4, and 8 of this ordinance are deemed to be in force and effect from and after Pay Period 1, 2022 (December 26, 2021).

**Part 13.** The provisions of Part 5 of this ordinance are deemed to be in force and effect from and after Pay Period 6, 2022 (March 6, 2022).

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

**Part 14.** This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office  
Chris Lee  
03/14/2022

Clerical Corrections  
Chris Lee  
03/23/2022