



Legislation Text

File #: 211884, Version: 1

211884
SUBSTITUTE 1
210760, 201539, 211851, 211881, 211882, 211951

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:

Department of Administration (ITMD), Department of City Development, Common Council - City Clerk, Department of Emergency Communications, Department of Employee Relations, Fire Department, Fire and Police Commission, Health Department (Clinical Services Division, Community Health Division, Office of the Commissioner and Health Administration), Library, Police Department, Department of Public Works (Administrative Services Division)

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 6, 2022 - March 6, 2022):

Under Pay Range 1DX, delete the title of “Healthcare Access Program Manager”.

Under Pay Range 1EX, add the title of “Healthcare Access Program Manager (13) (15) (30) (32)”, delete the titles of “Benefits and Wellness Supervisor (2) (18)”, “Pay Services Supervisor (2) (18)”, and “Workforce Planning and Certification Supervisor (2) (18)”; add the titles of “Benefits and Wellness Supervisor (13) (17) (30) (34)”, “Pay Services Supervisor (13) (17) (30) (34)”, and “Workforce Planning and Certification Supervisor (13) (17) (30) (34)”, add new footnotes “(17)” and “(34)” to read as follows, and renumber footnotes accordingly:

“(17) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04”

“(34) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60”

Under Pay Range 1FX, add footnote designations “(1) (12)” to the title of “Community Relations and Engagement Director (2) (13)” and add footnote designations “(1) (2) (12) (13)” to the title of “Public Information Manager”.

Under Pay Range 1IX, delete the title of “Telecommunications Manager”.

Under Pay Range 1LX, delete title of “City Clerk”.

Under Pay Range 1MX, add the title of “City Clerk (2) (4) (6) (8)”, add new footnotes “(4)” and “(8)” to read as follows,

and renumber footnotes accordingly:

“(4) Recruitment is at:

Biweekly	4,280.58
Annual	111,295.08”

“(8) Recruitment is at:

Biweekly	4,409.00
Annual	114,634.00”

Part 2. 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:

Pay Range 2DN, amend footnotes “(16)” and “(34)” to read the following:

“(16) Recruitment is at:

Biweekly	1,998.85
Annual	51,970.10”

“(34) Recruitment is at:

Biweekly	2,058.82
Annual	53,529.32”

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 6, 2022 - March 6, 2022):

Under Pay Range 2DN, add title of “HRIS Compensation Audit Specialist (15) (18) (33) (36)”, add footnote designations “(15) (18) (33) (36)” to the titles of “Test Administration Coordinator” and “Human Resources Analyst”, add new footnotes “(18)” and “(36)” to read as follows, and renumber footnotes accordingly:

“(18) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88”

“(36) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70”

Under Pay Range 2EX, delete the title of “HRIS Analyst (3) (8)”, add footnote designations “(7) (12)” to the title of “Management Trainee (1) (6)”, amend footnotes “(1)” and “(7)” and add new footnotes “(6)” and “(12)” to read as follows, and renumber footnotes accordingly:

“(1) Incumbents are limited to the minimum recruitment rate.”

“(6) Recruitment is at:

Biweekly	2,218.88
Annual	57,690.88”

“(7) Incumbents are limited to the minimum recruitment rate.”

“(12) Recruitment is at:

Biweekly	2,285.45
Annual	59,421.70”

Under Pay Range 2FX, add footnote designations “(5) (10)” to the title of “Worker’s Compensation Analyst (4) (9)”, add footnote designations “(4) (5) (9) (10)” to the titles of “Diversity Recruiter” and “Recruiter”, and amend footnotes “(5)” and “(10)” to read as follows:

“(5) Recruitment is at:

Biweekly	2,451.12
Annual	63,729.12”

“(10) Recruitment is at:

Biweekly	2,524.65
Annual	65,640.90”

Under Pay Range 2GX, delete the titles of “Benefits Systems Analyst (3) (12)” and “Test Administration Specialist (7) (8) (16) (17)”; add the titles of “HRIS Analyst (7) (10) (17) (20)”, “Benefits Systems Analyst (7) (10) (17) (20)”, and “Test Administration Specialist (7) (10) (17) (20)”; add new footnotes “(10)” and “(20)” to read as follows, and renumber footnotes according:

“(10) Recruitment is at:

Biweekly	2,612.62
Annual	67,928.12”

“(20) Recruitment is at:

Biweekly	2,691.00
Annual	69,966.00”

Under Pay Range 2HX, add the title of “Research and Policy Coordinator (1) (6) (8) (13)”, delete footnote designation “(2)” from and add footnote designations “(1) (7) (8) (14)” to the titles “Leave Administration Coordinator (2) (8)” and “Worker’s Compensation Specialist (2) (8)”, add footnote designations “(8) (14)” to the title of “Human Resources Representative (1) (7)”, add new footnotes “(7)” and “(14)” to read as follows, and renumber footnotes accordingly:

“(7) Recruitment is at:

Biweekly	2,783.96
Annual	72,382.96”

“(14) Recruitment is at:

Biweekly	2,867.48
Annual	74,554.48”

Under Pay Range 2IX, delete the title of “Employee Assistant and Resource Coordinator (5) (14)” and add the title of “Employee Assistant and Resource Coordinator (4) (10) (14) (20)”, add new footnotes “(10)” and “(20)” to read as follows, and renumber footnotes accordingly:

“(10) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04”

“(20) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60”

Under Pay Range 2JX, delete the titles of DER Marketing and Communications Officer (4) (5) (12) (13)” and “Health Marketing and Communications Officer (4) (5) (12) (13)”, delete footnote designations “(2) (10)” from and add footnote designations “(4) (5) (13) (14) to the title of “Marketing and Communications Officer (2) (10)”, add footnote designations “(4) (5) (13) (14) to the title of “Community Engagement and Achievement Collaborative Manager”, delete the title of “Risk Management and Safety Officer (2) (10)”, add the title of “Risk Management and Safety Officer (4) (9) (13) (18)”, add new footnotes “(9)” and “(18)” to read as follows, and renumber footnotes accordingly:

“(9) Recruitment is at:

Biweekly	2,968.54
Annual	77,182.04”

“(18) Recruitment is at:

Biweekly	3,057.60
Annual	79,497.60”

Under Pay Range 2LX, delete the title of “Telecommunications Analyst Project Leader (1) (5)” and add the title of “Telecommunications Analyst - Project Leader (1) (5)”.

Part 4. 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 4AN-Pay Ranges 850 & 850P*, replace all contents with the following:

“4AN-Pay Ranges 850 & 850P*

Official Rate Biweekly

FIREFIGHTER (1) (2) (3)
FIRE PARAMEDIC (1) (2) (3)

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/Lo. 215 labor agreement:

Pay Range 850

Biweekly	2,044.85	2,126.80	2,357.00	2,587.84	2,842.36	3,123.09	3,403.24
Monthly	4,442.68	4,620.73	5,120.86	5,622.39	6,175.37	6,785.29	7,393.94
Annual	53,312.16	55,448.71	61,450.36	67,468.68	74,104.38	81,423.42	88,727.33

Pay Range 850P*

Biweekly	2,065.28	2,148.04	2,380.59	2,613.75	2,870.82	3,154.34	3,437.29
Monthly	4,487.07	4,666.87	5,172.12	5,678.68	6,237.20	6,853.18	7,467.92
Annual	53,844.80	56,002.47	62,065.38	68,144.19	74,846.38	82,238.15	89,615.06

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

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:

Pay Range 850

Biweekly	1,473.36	1,964.48	2,043.21	2,264.38	2,486.15	2,730.70	3,000.37	3,269.49
Monthly	3,201.05	4,268.07	4,439.12	4,919.64	5,401.46	5,932.77	6,518.66	7,103.36
Annual	38,412.60	51,216.80	53,269.40	59,035.62	64,817.48	71,193.25	78,223.93	85,240.27

Pay Range 850P*

Biweekly	1,984.11	2,063.64	2,287.02	2,511.02	2,757.99	3,030.37	3,302.17
Monthly	4,310.72	4,483.50	4,968.82	5,455.49	5,992.06	6,583.84	7,174.36
Annual	51,728.58	53,802.04	59,625.88	65,465.88	71,904.74	79,006.07	86,092.29

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) While in the Fire and Police Academy, an employee shall be paid at the Academy step. Upon graduation from the Fire and Police Academy, an employee shall move to step 1 of the pay range.
- (3) An employee shall advance from step 1 to step 2 and also from step 2 to step 3 after completing eight months of active service in step 1 and step 2 respectively. All additional pay steps shall be attained upon completing one year of active service."

Under 4DN-Pay Ranges 853 & 853P*, replace all contents with the following:

“4DN-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

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/Lo. 215 labor agreement:

Pay Range 853

Biweekly	2,560.38	2,615.44	3,214.24	3,339.40	3,599.91
Monthly	5,562.73	5,682.36	6,983.32	7,255.24	7,821.23
Annual	66,752.76	68,188.26	83,799.83	87,062.93	93,854.79

Pay Range 853P*

Biweekly	2,585.98	2,641.58	3,246.42	3,372.80	3,635.91
Monthly	5,618.35	5,739.15	7,053.23	7,327.81	7,899.45
Annual	67,420.19	68,869.76	84,638.81	87,933.71	94,793.37

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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:

Pay Range 853

Biweekly	2,459.75	2,512.64	3,087.96	3,208.17	3,458.44
Monthly	5,344.10	5,459.01	6,708.96	6,970.13	7,513.87
Annual	64,129.20	65,508.11	80,507.53	83,641.57	90,166.47

Pay Range 853P*

Biweekly	2,484.36	2,537.78	3,118.81	3,240.22	3,493.03
Monthly	5,397.57	5,513.63	6,775.99	7,039.76	7,589.02
Annual	64,770.81	66,163.55	81,311.83	84,477.16	91,068.28

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

- (1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step."

Under Pay Range 4EN-Pay Ranges 856 & 856P*, replace all contents with the following:

“4EN-Pay Ranges 856 & 856P*"

Official Rate Biweekly

ADMINISTRATIVE FIRE LIEUTENANT (1) (2)
FIRE LIEUTENANT (1) (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

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/Lo. 215 labor agreement:

Pay Range 856

Biweekly	3,281.44	3,407.32	3,538.20	3,674.24	3,815.87
Monthly	7,129.32	7,402.81	7,687.16	7,982.72	8,290.43
Annual	85,551.83	88,833.70	92,245.93	95,792.68	99,485.18

Pay Range 856P*

Biweekly	3,314.27	3,441.39	3,573.56	3,711.02	3,854.04
Monthly	7,200.65	7,476.83	7,763.98	8,062.63	8,373.36
Annual	86,407.75	89,721.95	93,167.81	96,751.59	100,480.33

*For those employees holding a current EMT-11 certification, and who are available for assignment to paramedic duties

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:

Pay Range 856

Biweekly	3,152.49	3,273.41	3,399.12	3,529.86	3,665.90
Monthly	6,849.16	7,111.87	7,384.99	7,669.04	7,964.60
Annual	82,189.92	85,342.47	88,619.91	92,028.49	95,575.25

Pay Range 856P*

Biweekly	3,184.04	3,306.14	3,433.15	3,565.16	3,702.59
Monthly	6,917.71	7,182.98	7,458.93	7,745.73	8,044.32
Annual	83,012.47	86,195.79	89,507.12	92,948.81	96,531.81

*For those employees holding a current EMT-II certification, and who are available for assignment to paramedic duties

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- (2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- (3) Effective March 1, 1990, all Emergency Medical Technician-IIIs in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.”

Under Pay Range 4GN-Pay Range 831, replace all contents with the following:

“4GN-Pay Range 831

Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8)

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:

Hourly	40.76	42.30	43.90	45.56	47.29	49.09
Biweekly	3,261.12	3,383.96	3,511.87	3,644.77	3,783.01	3,926.85
Annual	85,022.06	88,224.67	91,559.47	95,024.36	98,628.47	102,378.59

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

Hourly	41.03	42.57	44.16	45.83	47.55	49.35
Biweekly	3,282.40	3,405.29	3,533.16	3,666.09	3,804.29	3,948.14
Annual	85,576.86	88,780.77	92,114.53	95,580.20	99,183.27	102,933.65

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

Hourly	41.36	42.90	44.50	46.16	47.89	49.68
Biweekly	3,309.02	3,431.92	3,559.77	3,692.72	3,830.94	3,974.78
Annual	86,270.88	89,475.06	92,808.29	96,274.22	99,878.08	103,628.19

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

Hourly	41.50	43.03	44.63	46.29	48.02	49.82
Biweekly	3,319.70	3,442.57	3,570.44	3,703.38	3,841.61	3,985.42
Annual	86,549.32	89,752.72	93,086.47	96,552.41	100,156.26	103,905.59

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:

Hourly	38.72	40.18	41.70	43.27	44.91	46.62
Biweekly	3,097.45	3,214.15	3,335.63	3,461.87	3,593.15	3,729.77
Annual	80,754.94	83,797.48	86,964.64	90,255.89	93,678.55	97,240.43

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

Hourly	38.97	40.43	41.95	43.53	45.17	46.87
Biweekly	3,117.65	3,234.37	3,355.84	3,482.08	3,613.39	3,749.99
Annual	81,281.59	84,324.64	87,491.54	90,782.80	94,206.24	97,767.59

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

Hourly	39.29	40.75	42.26	43.84	45.48	47.19
Biweekly	3,142.96	3,259.69	3,381.12	3,507.40	3,638.69	3,775.29
Annual	81,941.46	84,984.77	88,150.63	91,442.93	94,865.84	98,427.20

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

Hourly	39.41	40.87	42.39	43.97	45.61	47.32
Biweekly	3,153.12	3,269.79	3,391.23	3,517.51	3,648.78	3,785.41
Annual	82,206.34	85,248.09	88,414.21	91,706.51	95,128.91	98,691.04

(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."

Under Pay Range 4IN-Pay Range 835, replace all contents with the following:

4IN-Pay Range 835

Official Rate Biweekly

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3) (4) (5) (6)

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:

Hourly	43.99	45.69	47.46	49.30	51.21	53.19
Biweekly	3,519.52	3,655.43	3,796.84	3,943.79	4,096.68	4,255.46
Annual	91,758.91	95,302.28	98,989.04	102,820.24	106,806.30	110,945.92

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

Hourly	44.26	45.95	47.72	49.56	51.47	53.46
Biweekly	3,540.50	3,676.37	3,817.77	3,964.74	4,117.66	4,276.44
Annual	92,305.89	95,848.22	99,534.72	103,366.43	107,353.28	111,492.90

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

Hourly	44.58	46.28	48.05	49.89	51.80	53.78
Biweekly	3,566.69	3,702.56	3,843.96	3,990.94	4,143.81	4,302.62
Annual	92,988.70	96,531.03	100,217.53	104,049.50	108,035.04	112,175.45

(3) Master’s Degree or Higher - (an employee has attained and maintained)

Hourly	44.71	46.41	48.18	50.02	51.93	53.91
Biweekly	3,577.14	3,713.00	3,854.43	4,001.38	4,154.31	4,313.06
Annual	93,261.15	96,803.21	100,490.49	104,321.69	108,308.79	112,447.63

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:

Hourly	41.79	43.40	45.08	46.82	48.64	50.52
Biweekly	3,342.89	3,471.98	3,606.30	3,745.86	3,891.07	4,041.90
Annual	87,153.92	90,519.48	94,021.39	97,659.92	101,445.75	105,378.10

(4) Associate’s Degree - (an employee has attained and maintained)

Hourly	42.04	43.65	45.33	47.07	48.89	50.77
Biweekly	3,362.82	3,491.87	3,626.17	3,765.74	3,911.00	4,061.80
Annual	87,673.52	91,038.04	94,539.43	98,178.22	101,965.35	105,896.93

(5) Bachelor’s Degree - (an employee has attained and maintained)

Hourly	42.35	43.96	45.64	47.38	49.20	51.08
Biweekly	3,387.69	3,516.72	3,651.03	3,790.63	3,935.84	4,086.68
Annual	88,321.92	91,685.91	95,187.57	98,827.14	102,612.97	106,545.58

(6) Master’s Degree or Higher - (an employee has attained and maintained)

Hourly	42.47	44.08	45.76	47.51	49.32	51.21
Biweekly	3,397.64	3,526.67	3,660.98	3,800.57	3,945.81	4,096.62
Annual	88,581.33	91,945.32	95,446.98	99,086.29	102,872.90	106,804.73

Under 4JN-Pay Range 857, replace all contents with the following:

“4JN-Pay Range 857

Official Rate Biweekly

- ADMINISTRATIVE FIRE CAPTAIN (1) (3)
- FIRE CAPTAIN (1) (2) (3)
- FIRE CAPTAIN-INCIDENT SAFETY OFFICER (1) (3)
- VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

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/Lo.

215 labor agreement:

Pay Range 857

Biweekly	3,615.90	3,757.52	3,904.76	4,057.78	4,216.85	4,382.44
Monthly	7,855.97	8,163.66	8,483.56	8,816.01	9,161.61	9,521.37
Annual	94,271.68	97,963.91	101,802.67	105,792.12	109,939.30	114,256.47

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:

Pay Range 857

Biweekly	3,473.79	3,609.85	3,751.32	3,898.32	4,051.12	4,210.21
Monthly	7,547.22	7,842.83	8,150.19	8,469.56	8,801.54	9,147.18
Annual	90,566.67	94,113.94	97,802.27	101,634.77	105,618.48	109,766.19

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.
- (2) Effective March 1, 1990, all Emergency Medical Technician II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective July 29, 2016, the first \$1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- (3) Effective Pay Period 1, 2015 (December 21, 2014), Fire Captains holding an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1% non-base building, but pensionable supplement, payable on a biweekly basis."

Under Pay Range 4LN-Pay Range 836, replace all contents with the following:

"4LN-Pay Range 836

Official Rate Biweekly

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5) (6) (7) (8)
 POLICE LIEUTENANT (1) (2) (3) (4) (5) (6) (7) (8)

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:

Hourly	45.69	47.46	49.30	51.21	53.19	55.26
Biweekly	3,655.43	3,796.84	3,943.79	4,096.68	4,255.46	4,420.81
Annual	95,302.28	98,989.04	102,820.24	106,806.30	110,945.92	115,256.83

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

Hourly	45.95	47.72	49.56	51.47	53.46	55.52
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Biweekly	3,676.37	3,817.77	3,964.74	4,117.66	4,276.44	4,441.77
Annual	95,848.22	99,534.72	103,366.43	107,353.28	111,492.90	115,803.29

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

Hourly	46.28	48.05	49.89	51.80	53.78	55.85
Biweekly	3,702.56	3,843.96	3,990.94	4,143.81	4,302.62	4,467.96
Annual	96,531.03	100,217.53	104,049.50	108,035.04	112,175.45	116,486.10

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

Hourly	46.41	48.18	50.02	51.93	53.91	55.98
Biweekly	3,713.00	3,854.43	4,001.38	4,154.31	4,313.06	4,478.45
Annual	96,803.21	100,490.49	104,321.69	108,308.79	112,447.63	116,759.59

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:

Hourly	43.40	45.08	46.82	48.64	50.52	52.49
Biweekly	3,471.98	3,606.30	3,745.86	3,891.07	4,041.90	4,198.94
Annual	90,519.48	94,021.39	97,659.92	101,445.75	105,378.10	109,472.36

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

Hourly	43.65	45.33	47.07	48.89	50.77	52.74
Biweekly	3,491.89	3,626.17	3,765.74	3,911.00	4,061.80	4,218.84
Annual	91,038.04	94,539.43	98,178.22	101,965.35	105,896.93	109,991.18

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

Hourly	43.96	45.64	47.38	49.20	51.08	53.05
Biweekly	3,516.72	3,651.03	3,790.63	3,935.84	4,086.68	4,243.73
Annual	91,685.91	95,187.57	98,827.14	102,612.97	106,545.58	110,640.10

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

Hourly	44.08	45.76	47.51	49.32	51.21	53.17
Biweekly	3,526.67	3,660.98	3,800.57	3,945.81	4,096.62	4,253.68
Annual	91,945.32	95,446.98	99,086.29	102,872.90	106,804.73	110,899.51

(7) Recruitment to be at the 4th step.

(8) Effective Pay Period 1, 2004, employees 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."

Under Pay Range 4MX, replace all contents with the following:

“Pay Range 4MX

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	55.25	56.36	57.48	58.63
Biweekly	4,420.05	4,508.44	4,598.62	4,690.58
Annual	114,921.30	117,219.44	119,564.12	121,955.08

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

Resident Wage Incentive:

Hourly	56.91	58.05	59.21	60.39
Biweekly	4,552.65	4,643.69	4,736.58	4,831.30
Annual	118,368.90	120,735.94	123,151.08	125,613.80

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.”

Under 4NX-Pay Range 839, replace all contents with the following:

“4NX-Pay Range 839

Official Rate Biweekly

CAPTAIN OF POLICE (1) (2) (3) (4) (5) (6) (7)

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:

Hourly	51.21	53.19	55.26	57.41	59.65	61.97
Biweekly	4,096.68	4,255.46	4,420.81	4,592.75	4,771.61	4,957.53
Annual	106,806.30	110,945.92	115,256.83	119,739.55	124,402.69	129,249.89

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

Hourly	51.47	53.46	55.52	57.67	59.91	62.33
Biweekly	4,117.66	4,276.44	4,441.77	4,613.66	4,792.58	4,978.47
Annual	107,353.28	111,492.90	115,803.29	120,284.70	124,949.40	129,795.82

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

Hourly	51.80	53.78	55.85	58.00	60.23	62.56
Biweekly	4,143.81	4,302.62	4,467.96	4,639.85	4,818.74	5,004.66
Annual	108,035.04	112,175.45	116,486.10	120,967.52	125,631.43	130,478.63

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

Hourly	51.93	53.91	55.98	58.13	60.37	62.69
Biweekly	4,154.31	4,313.06	4,478.45	4,650.30	4,829.21	5,015.14
Annual	108,308.79	112,447.63	116,759.59	121,239.96	125,904.40	130,751.86

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:

Hourly	48.64	50.52	52.49	54.53	56.65	58.86
Biweekly	3,891.07	4,041.90	4,198.94	4,362.26	4,532.15	4,708.73
Annual	101,445.75	105,378.10	109,472.36	113,730.35	118,159.62	122,763.32

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

Hourly	48.89	50.77	52.74	54.78	56.90	59.11
Biweekly	3,911.00	4,061.80	4,218.84	4,382.11	4,552.05	4,728.61
Annual	101,965.35	105,896.93	109,991.18	114,247.87	118,678.44	123,281.62

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

Hourly	49.20	51.08	53.05	55.09	57.21	59.42
Biweekly	3,935.84	4,086.68	4,243.73	4,407.00	4,576.87	4,753.48
Annual	102,612.97	106,545.58	110,640.10	114,896.78	119,325.54	123,930.01

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

Hourly	49.32	51.21	53.17	55.21	57.34	59.54
Biweekly	3,945.81	4,096.62	4,253.68	4,416.92	4,586.84	4,763.44
Annual	102,872.90	106,804.73	110,899.51	115,155.41	119,858.47	124,189.68

(7) Recruitment to be at the 4th step.”

Under Pay Range 40X, replace all contents with the following:

“Pay Range 40X
Official Rate Biweekly

DEPUTY CHIEF, FIRE (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	59.13	60.31	61.52	62.75
Biweekly	4,730.48	4,825.08	4,921.58	5,020.01
Annual	122,992.48	125,452.08	127,961.08	130,520.26

- (1) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (3) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay.

Resident Wage Incentive:

Hourly	60.90	62.12	63.37	64.63
Biweekly	4,872.39	4,969.83	5,069.23	5,170.61
Annual	126,682.14	129,215.58	131,799.98	134,435.86

- (4) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (5) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (6) An employee promoted to this title will be paid at the step that is higher than the employee’s previous rate of pay.”

Under 4PN-Pay Range 842, replace all contents with the following:

“4PX-Pay Range 842

Official Rate Biweekly

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 1, 2021 (December 26, 2022)

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

Hourly	57.41	59.65	61.97	64.39	66.90	69.52
Biweekly	4,592.75	4,771.61	4,957.53	5,150.97	5,352.11	5,561.31
Annual	119,739.55	124,402.69	129,249.89	134,293.14	139,537.15	144,991.29

(1) Associate’s Degree - (an employee has attained and maintained)

Hourly	57.67	59.91	62.23	64.65	67.16	69.78
Biweekly	4,613.66	4,792.50	4,978.47	5,171.89	5,373.03	5,582.24
Annual	120,284.70	124,947.32	129,795.82	134,838.56	140,082.56	145,536.97

(2) Bachelor’s Degree - (an employee has attained and maintained)

Hourly	58.00	60.23	62.56	64.98	67.49	70.11
Biweekly	4,639.85	4,818.74	5,004.66	5,198.10	5,399.24	5,608.41
Annual	120,967.52	125,631.43	130,478.63	135,521.89	140,765.90	146,219.26

(3) Master’s Degree or Higher - (an employee has attained and maintained)

Hourly	58.13	60.37	62.69	65.11	67.62	70.24
Biweekly	4,650.30	4,829.21	5,015.14	5,208.56	5,409.69	5,618.88
Annual	121,239.96	125,904.40	130,751.86	135,794.60	141,038.34	146,492.23

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:

Hourly	54.53	56.65	58.86	61.16	63.54	66.03
Biweekly	4,362.26	4,532.15	4,708.73	4,892.46	5,083.50	5,282.17
Annual	113,730.35	118,159.62	122,763.32	127,553.42	132,534.10	137,713.71

(4) Associate’s Degree - (an employee has attained and maintained)

Hourly	54.78	56.90	59.11	61.40	63.79	66.28
Biweekly	4,382.11	4,552.05	4,728.61	4,912.33	5,103.37	5,302.09
Annual	114,247.87	118,678.44	123,281.62	128,071.46	133,052.14	138,233.06

(5) Bachelor’s Degree - (an employee has attained and maintained)

Hourly	55.09	57.21	59.42	61.72	64.10	66.59
Biweekly	4,407.00	4,576.87	4,753.48	4,937.23	5,128.26	5,326.93
Annual	114,896.78	119,325.54	123,930.01	128,720.64	133,701.06	138,880.67

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

Hourly	55.21	57.34	59.54	61.84	64.23	66.71
Biweekly	4,416.92	4,586.84	4,763.44	4,947.16	5,138.20	5,336.89
Annual	115,155.41	119,585.47	124,189.68	128,979.53	133,960.21	139,140.34

(7) Recruitment to be at the 4th step.”

Under Pay Range 4RX, replace all contents with the following:

“Pay Range 4RX

Official Rate Biweekly

ASSISTANT FIRE CHIEF (1) (2) (3) (5) (6) (7)
ASSISTANT CHIEF OF POLICE (4) (8)

Wage Rate:

Hourly	50.92	71.29
Biweekly	4,073.77	5,703.41
Annual	105,918.02	148,288.66

- (1) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,121.00	5,274.62	5,431.29	5,591.58	5,703.41
Annual	133,146.00	137,140.12	141,213.54	145,381.08	148,288.66

- (2) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (3) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (4) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	52.45	73.43
Biweekly	4,195.98	5,874.51

Annual 109,095.48 152,737.26

- (5) An employee appointed to this title will be paid at the step that is higher than the employee’s previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance:

Biweekly	5,274.63	5,432.86	5,594.23	5,759.33	5,874.51
Annual	137,140.38	141,254.36	145,449.98	149,742.58	152,737.26

- (6) Effective Pay Period 10, 2022, employees who hold and Emergency Medical Technician II (EMT- II) license shall receive a 5% annual lump sum, non-pensionable premium payment. This premium shall be calculated as 5% of the employee’s applicable annual base salary. The first \$1,500 of this amount shall be included in an employee’s final average salary solely for the purposes of computing pension benefits.
- (7) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
- (8) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.”

Part 5. 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, add the titles of “Emergency Communications Financial Services Assistant (2) (6) (8) (12)” and “Emergency Communications Administrative Assistant IV (2) (6) (8) (12)”.

Part 6. 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 (Effective Pay Period 6, 2022 - March 6, 2022):

Under Pay Range 5IN, delete the titles of “Benefits Services Specialist (1) (7)” and “Human Resources Assistant (1) (7)” and add the titles of “Benefits Services Specialist (2) (6) (8) (12)” and “Human Resources Assistant (2) (6) (8) (12)”.

Part 7. Part 2, 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 “Section 5: Promotions and Special Pay Practices, A. Promotions”, replace the paragraph, “Effective Pay Period 18 (August 27, 2017) an employee given an emergency 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.” with the following paragraph:

“Effective Pay Period 9, 2022 (April 17, 2022), an employee given an emergency 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. Emergency appointments to a title in the same pay range or a pay range with a lower maximum are not promotions.”

Part 8. Part 2, Section 9 of ordinance File Number 210760 relative to rates of pay of offices and positions in the City Service is hereby amended as follows:

Under “Section 9: Supplemental Pay Practices”, replace all paragraphs under “F. Shift Differential” with the following:

“F. Shift Differential: Employees holding positions classified as non-exempt under the FLSA whose hours of work occur between the time period beginning at 5:00 p.m. and ending at 5:00 a.m. shall receive, in addition to base salary, a shift differential of \$.45 per hour. To be eligible for shift differential, the employee shall be required to work not less than 4 hours of his or her workday within this time frame, and when the employee satisfies that requirement, the employee's entire workday shall be compensated at a rate that includes the shift differential. Eligible employees in the Department of Public Works whose workday begins after 1:00 a.m. and before 4:00 a.m. shall be eligible to receive the shift differential for all hours worked.

Shift differential shall be paid for all hours for which an employee would have received a regular shift assignment but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Shift differential shall be paid for no more than 40 hours worked, including holidays.”

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

Part 10. The provisions of Parts 1, 3, and 6 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 11. This ordinance will take effect and be in force from and after its passage and publication.

City Clerk's Office
Chris Lee
04/13/22

Technical Corrections
Chris Lee
04/14/22, 4/21/22