

**2012 SALARY ORD.
 UPDATED THROUGH 1/18/12 COMMON COUNCIL MEETING
 (Effective from and after January 8, 2012 - Pay Period 2, 2012)**

..Number
 110440
 ..Version
 SUBSTITUTE 1
 ..Reference

..Sponsor
 THE CHAIR

..Title
 A substitute ordinance to make uniform the rates of pay of offices and positions in the City service.

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

**PART I. The uniform rates of pay of offices and positions in the City service under the control of the Common Council of the City of Milwaukee shall be as follows:
 In no case shall the salary of any City official exceed that of the Mayor.**

Section 1: OFFICIALS AND ADMINISTRATORS

PAY RANGE 1A

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

BUILDING SERVICES SUPERVISOR II
CALL CENTER SUPERVISOR
ENVIRONMENTAL SPECIALIST SUPERVISOR
EQUIPMENT OPERATIONS SUPERVISOR I (1) (2)
FIRE DISPATCH SUPERVISOR (3)
HEALTH PROJECT COORDINATOR - WIC
HOUSING MANAGER II
INVENTORY MANAGER
LICENSE COORDINATOR
PARKING ENFORCEMENT SUPERVISOR
SANITATION SUPERVISOR (1) (2)
SECRETARY, BOARD OF ZONING APPEALS
STREET REPAIR SUPERVISOR (1)
TOW LOT SUPERVISOR
URBAN FORESTRY SUPERVISOR (1)
VEHICLE SALVAGE SUPERVISOR I
WATER DISTRIBUTION SUPERVISOR I (4)

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) To be appointed at \$2,129.00. This rate is equal to the maximum rate paid to the Operator Driver/Worker classification on the basis of a 46 hour work week.
- (3) Recruitment is at \$1,862.95.
- (4) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

PAY RANGE 1B

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.90	2,536.80
Annual:	47,109.40	65,956.80

ADMINISTRATIVE SERVICES SUPERVISOR
BRIDGE OPERATOR SUPERVISOR
BUILDING MAINTENANCE SUPERVISOR II
CUSTOMER SERVICE SPECIALIST
FIELD OPERATIONS INSPECTION SPECIALIST (1)
FLEET REPAIR SUPERVISOR II (1)
HOUSING MANAGER III
LEGISLATIVE LIBRARY MANAGER
MECHANICAL MAINTENANCE SUPERVISOR
MEDICAL ASSISTANT PROGRAM SUPERVISOR
PARKING OPERATIONS SUPERVISOR
PRINTING, STORES, & BUILDING SERVICES SUPERVISOR
SEWER MAINTENANCE PROGRAM MANAGER
SEWER OPERATIONS SUPERVISOR
STREET OPERATIONS SUPERVISOR (1)
TELECOMMUNICATIONS SPECIALIST
VITAL STATISTICS SUPERVISOR
WATER DISTRIBUTION FIELD SUPERVISOR (2)
WATER METER FIELD SUPERVISOR

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

PAY RANGE 1C

Official Rate Biweekly

Hourly:	24.14	33.80
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

BUILDING MAINTENANCE ASSISTANT MANAGER
BUILDING SERVICES MANAGER (1)
CALL CENTER MANAGER
CITY CHANNEL MANAGER
ENVIRONMENTAL HEALTH FIELD SUPERVISOR
ENVIRONMENTAL HEALTH SUPERVISOR
EQUIPMENT INVENTORY MANAGER
EQUIPMENT OPERATIONS & TRAINING MANAGER (1)
INVENTORY SERVICES MANAGER
LEAD PENSION SPECIALIST
NUISANCE CONTROL SUPERVISOR
PARKING ENFORCEMENT ASSISTANT MANAGER
PERSONNEL OFFICER
POLICE PAYROLL SUPERVISOR
PUBLIC RELATIONS SUPERVISOR
RESIDENTIAL REHABILITATION SUPERVISOR

SAFETY SUPERVISOR (1)
SECURITY MANAGER
TELECOMMUNICATIONS SUPERVISOR
TOW LOT ASSISTANT MANAGER
WATER CUSTOMER SERVICE SUPERVISOR
WATER DISTRIBUTION BUSINESS SYSTEMS SUPERVISOR
WATER MAINTENANCE MANAGER
WATER PLANT MAINTENANCE SUPERVISOR
WATER REVENUE COLLECTIONS SUPERVISOR

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which results in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

PAY RANGE 1D

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

BUILDING CODES ENFORCEMENT SUPERVISOR
CERTIFICATION & SALARY SYSTEMS ADMINISTRATOR
CUSTOMER SERVICES MANAGER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1)
ENVIRONMENTAL CODE ENFORCEMENT SUPERVISOR
FIRE DISPATCH MANAGER
FIRE EQUIPMENT REPAIRS SUPERVISOR
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR III (2)
GENERAL ACCOUNTING MANAGER
HEALTH CENTER OPERATIONS MANAGER
HOUSING REHABILITATION MANAGER
LEAD GRANT MANAGER
LEAD HAZARD PREVENTION MANAGER
LIBRARY BRANCH MANAGER
LIBRARY PERSONNEL OFFICER
MANAGEMENT LIBRARIAN
MCHVP PROGRAM MANAGER
PLANT & EQUIPMENT REPAIR SUPERVISOR
PLANT AUTOMATION SPECIALIST
POLICE FLEET MANAGER
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR
PUBLIC HEALTH NURSE SUPERVISOR
REVENUE COLLECTION MANAGER
SANITATION DISTRICT MANAGER (2)
SCHOOL HEALTH MANAGER
SHOP AND MAINTENANCE SUPERVISOR (2)
URBAN FORESTRY MANAGER (2)
WATER METER PROJECT MANAGER
WATER QUALITY OPERATIONS MANAGER
WELL WOMEN'S PROGRAM MANAGER
WIC PROGRAM MANAGER

- (1) Recruitment may be up to \$2223.05 with the approval of DER.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

PAY RANGE 1E

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

ACCOUNTING MANAGER - CITY DEVELOPMENT
BUSINESS OPERATIONS MANAGER
DPW INVENTORY & PURCHASING MANAGER
ELECTRICAL SERVICES SUPERVISOR I
EMERGING BUSINESS ENTERPRISE MANAGER
FIRE EQUIPMENT REPAIRS MANAGER
GREENHOUSE & NURSERY MANAGER
HEALTH COMMUNICATION OFFICER
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY FACILITIES MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER
PORT OPERATIONS SUPERVISOR
PUBLIC WORKS ACCOUNTING MANAGER
SECURITY OPERATIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER (1)
WATER METER SERVICES MANAGER
WATER REVENUE MANAGER

- (1) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1F

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,338.81	3,274.21
Annual:	60,809.06	85,129.46

ASSESSMENT DIVISION MANAGER
BUILDING CONSTRUCTION INSPECTION SUPERVISOR
BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER-HEALTH
BUSINESS OPERATIONS MANAGER-NEIGHBORHOOD
COMMERCIAL & RESIDENTIAL REHABILITATION MANAGER
COMMUNICABLE & INFECTIOUS DISEASE PROGRAM MANAGER
COMMUNICATIONS SYSTEMS MANAGER
CONSUMER ENVIRONMENTAL HEALTH MANAGER
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME & INTELLIGENCE SPECIALIST
ELECTION SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR
EPIDEMIOLOGIST
FAMILY & COMMUNITY HEALTH OPERATIONS MANAGER
HOME ENVIRONMENTAL HEALTH MANAGER
INFRASTRUCTURE SUPPORT SERVICES MANAGER
LIBRARIAN V (1)

LIBRARY BUSINESS OPERATIONS MANAGER
LICENSE DIVISION ASSISTANT MANAGER
MARKETING & PUBLIC RELATIONS OFFICER
OPERATIONS & DISPATCH MANAGER (2)
OPERATIONS MANAGER-DEVELOPMENT CENTER
PARKING FINANCIAL MANAGER
PLUMBING INSPECTION SUPERVISOR
PUBLIC INFORMATION MANAGER
SEWER SERVICE DISTRICT MANAGER
SPECIAL ASSISTANT TO THE CITY ATTORNEY
SPECIAL ASSISTANT TO THE CITY TREASURER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR
STREET REPAIR DISTRICT MANAGER
TOW LOT MANAGER
URBAN FORESTRY TECHNICAL SERVICES MANAGER (2)
WATER DISTRIBUTION CONSTRUCTION MANAGER (3)
WATER PLANT AUTOMATION MANAGER
WATER PLANT OPERATIONS MANAGER - NORTH
WATER PLANT OPERATIONS MANAGER - SOUTH

- (1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Pubic Library System and the Milwaukee County Federated Library system to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library system.
- (2) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
- (3) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1G

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

ACCOUNTING MANAGER
ASSISTANT COURT ADMINISTRATOR
AUDITING MANAGER
BUILDING CODES COURT ADMINISTRATOR
BUILDING CODES ENFORCEMENT MANAGER
CHIEF COMPLIANCE OFFICER
ELECTRICAL SERVICES MANAGER
ELECTRICAL SERVICES SUPERVISOR II (1)
ENVIRONMENTAL CODE ENFORCEMENT MANAGER
FIRE TECHNICAL SERVICES MANAGER
GRANT-IN-AIDE FISCAL COORDINATOR
DATA SERVICES MANAGER
INFECTIOUS DISEASE EPIDEMIOLOGIST
IT SUPPORT SERVICES MANAGER
NETWORK MANAGER
OPERATIONS & MAINTENANCE MANAGER
PARKING ENFORCEMENT MANAGER
POLICE FACILITIES MANAGER
RESEARCH AND ANALYSIS MANAGER
RETIREMENT PLAN MANAGER (2)
VIOLENCE REDUCTION & PREVENTION INITIATIVE MANAGER

WATER ACCOUNTING MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER (3)

- (1) The employee in this title who is designated to hold the Type C Contractors Electrical License for the City in the Buildings and Fleet Division shall receive an additional \$120 per pay period.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

PAY RANGE 1H

Official Rate Biweekly

Hourly:	33.22	46.50
Biweekly:	2,657.29	3,720.07
Annual:	69,089.54	96,721.82

ADMINISTRATIVE SERVICES MANAGER
ASSOCIATE DIRECTOR
BRIDGE MAINTENANCE MANAGER
BUDGET & MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER-COMMERCIAL
BUSINESS SYSTEMS MANAGER
CITY PAYROLL MANAGER
DATA BASE ADMINISTRATOR
ELECTRICAL SERVICES MANAGER-SENIOR
ERS FUNTIONAL APPLICATIONS ANALYST (1)
EXECUTIVE DIRECTOR-DEFERRED COMPENSATION BOARD
FINANCE & PLANNING MANAGER
GIS DEVELOPER-PROJECT LEADER
LEGISLATIVE REFERENCE BUREAU MANAGER
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
MARKETING DEVELOPMENT SERVICES MANAGER
POLICE BUDGET & ADMINISTRATION MANAGER
POLICE DEPARTMENT PERSONNEL ADMINISTRATOR
PORT MARKETING MANAGER
SANITATION AREA MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER BUSINESS MANAGER
WATER PLANT MANAGER - NORTH
WATER PLANT MANAGER - SOUTH

- (1) Recruitment may be at any rate in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.

PAY RANGE 1I

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

APPLICATIONS DEVELOPMENT MANAGER
ARCHITECTURAL PROJECT MANAGER
BUDGET & POLICY MANAGER-SENIOR
BUILDING CONSTRUCTION INSPECTION DIVISION

CALL CENTER DIRECTOR
CHIEF MICROBIOLOGIST
CHIEF MOLECULAR SCIENTIST
CITY PLANNING MANAGER
ELECTION COMMISSION-EXECUTIVE DIRECTOR
ENTERPRISE INFORMATION MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1)
ERS CHIEF FINANCIAL OFFICER (2)
FAMILY & COMMUNITY HEALTH SERVICES DIRECTOR
FINANCE & ADMINISTRATION MANAGER
FUNCTIONAL APPLICATIONS MANAGER (3)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INVESTMENTS & FINANCIAL SERVICES MANAGER
LIBRARY TECHNICAL SERVICES MANAGER
MANAGEMENT CIVIL ENGINEER - SENIOR
MECHANICAL ENGINEER IV
NEIGHBORHOODS BUSINESS DEVELOPMENT MANAGER
PERMIT & DEVELOPMENT CENTER MANAGER
PORT OPERATIONS MANAGER
PUBLIC WORKS IT MANAGER
PUBLIC WORKS PERSONNEL ADMINISTRATOR
REVENUE & FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER
STRUCTURAL DESIGN MANAGER
TRAFFIC CONTROL ENGINEER IV
WATER DISTRIBUTION MANAGER
WORKERS COMPENSATION & SAFETY MANAGER

- (1) Recruitment is authorized up to \$3692.64 with the approval of DER.
- (2) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
- (3) Recruitment is authorized up to \$3148.95 with the approval of DER.

PAY RANGE 1J

Official Rate Biweekly

Hourly:	37.73	52.82
Biweekly:	3,018.02	4,225.53
Annual:	78,468.52	109,863.78

CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DISEASE CONTROL & ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER
ENTERPRISE SYSTEMS MANAGER
FLEET OPERATIONS MANAGER
FORESTRY SERVICES MANAGER
POLICY PLANNING COORDINATOR
SANITATION SERVICES MANAGER
SPECIAL DEPUTY CITY TREASURER
STREET & BRIDGES SERVICES MANAGER
TRAFFIC CONTROL ENGINEER V
WATER QUALITY MANAGER

PAY RANGE 1K

Official Rate Biweekly

Hourly:	40.22	56.31
Biweekly:	3,217.43	4,504.55
Annual:	83,653.18	117,118.30

ACCOUNTS DIRECTOR
ADMINISTRATION & PROJECT MANAGER
CHIEF COURT ADMINISTRATOR
DEPUTY CITY TREASURER
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FACILITIES MANAGER
FINANCIAL SERVICES DIRECTOR
FIRE & POLICE COMMISSION EXECUTIVE DIRECTOR (1)
HEALTH OPERATIONS ADMINISTRATOR
LABOR NEGOTIATOR (2)
NEIGHBORHOOD SERVICES OPERATIONS MANAGER
PUBLIC WORKS COORDINATION MANAGER
TELECOMMUNICATIONS MANAGER

- (1) While occupying this title, Michael G. Tobin, shall be paid at rates consistent with pay range 2NX, footnote 1.
- (2) 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.

PAY RANGE 1L

Official Rate Biweekly

Hourly:	42.87	60.01
Biweekly:	3,429.28	4,800.87
Annual:	89,161.28	124,822.62

BLOCK GRANT DIRECTOR
CHIEF ASSESSOR
CITY CLERK
CITY PURCHASING DIRECTOR
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR-PUBLIC SERVICES
EMPLOYEE RETIREMENT SYSTEM- DEPUTY DIRECTOR
INFORMATION SYSTEMS MANAGER
PUBLIC HEALTH LABORATORIES DIRECTOR

PAY RANGE 1M

Official Rate Biweekly

Hourly:	45.69	63.97
Biweekly:	3,655.01	5,117.27
Annual:	95,030.26	133,049.02

ADMINISTRATION & TRANSPORTATION DESIGN MANAGER
ADMINISTRATIVE SERVICES DIRECTOR
CHIEF INVESTMENT OFFICER (1) (2)
CHIEF OF STAFF
EMPLOYEE RETIREMENT SYSTEM-CHIEF TECHNOLOGY OFFICER (3)
EMPLOYEES' RETIREMENT SYSTEM-EXECUTIVE DIRECTOR
ENVIRONMENTAL MANAGER
FACILITIES DIRECTOR
INFRASTRUCTURE OPERATIONS MANAGER
POLICE INFORMATION SYSTEMS DIRECTOR (3)

WATER WORKS SUPERINTENDENT

- (1) Recruitment may be at any rate in the pay range.
- (2) Compensation may be at any rate in the pay range upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.
- (3) 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.

PAY RANGE 1N

Official Rate Biweekly

Hourly:	48.70	68.18
Biweekly:	3,895.91	5,454.42
Annual:	101,293.66	141,814.92

BUDGET AND MANAGEMENT DIRECTOR
CHIEF INFORMATION OFFICER
DEPUTY COMMISSIONER-CITY DEVELOPMENT
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR
MUNICIPAL PORT DIRECTOR

PAY RANGE 1O

Official Rate Biweekly

Hourly:	51.91	72.67
Biweekly:	4,152.82	5,813.81
Annual:	107,973.32	151,159.06

ADMINISTRATION DIRECTOR
CITY ENGINEER
COMMISSIONER OF ASSESSMENTS
COMMISSIONER-BUILDING INSPECTION
COMMISSIONER-CITY DEVELOPMENT
DEPUTY CITY ATTORNEY
EMPLOYEE RELATIONS DIRECTOR
OPERATIONS DIVISION DIRECTOR

PAY RANGE 1P

Official Rate Biweekly

Hourly:	55.33	77.46
Biweekly:	4,426.35	6,196.67
Annual:	115,085.10	161,113.42

COMMISSIONER-HEALTH
COMMISSIONER-PUBLIC WORKS

PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

Hourly:	16.48	23.07
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Biweekly:	1,318.43	1,845.64
Annual:	34,279.23	47,986.72

ASSISTANT PLANNER (10)
CHEMIST I (2)
COMMUNICABLE DISEASE SPECIALIST (10)
GRAPHIC DESIGNER I (4) (9)
LIBRARIAN I (7)
MICROBIOLOGIST I (2)
PROPERTY APPRAISER (1) (8)
RECYCLING ASSISTANT (10)
RENT ASSISTANCE SPECIALIST I (6)
VIROLOGIST I (2) (5)
WATER CHEMIST I (3) (5)
WATER MICROBIOLOGIST I (2) (3)

- (1) Recruitment at \$1,582.73.
- (2) Recruitment up to \$1,725.57 with the approval of the Department of Employee Relations.
- (3) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to \$1,876.53 biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (5) Recruitment at \$1,523.22.
- (6) Recruitment at \$1,595.97.
- (7) Recruitment may be up to \$1,634.15 with the approval of the Department of Employee Relations.
- (8) While occupying this title, William Daub to be paid at the biweekly rate of \$1,914.56. This employee will continue to receive general increases.
- (9) Recruitment at \$1,419.31.

Pay Range 2BN

Official Rate Biweekly

Hourly:	17.55	24.57
Biweekly:	1,404.13	1,965.61
Annual:	36,507.38	51,105.86

ADMINISTRATIVE SERVICES SPECIALIST (1)
EXECUTIVE ADMINISTRATIVE ASSISTANT I
GRAPHIC DESIGNER II (4) (5) (6)
LIBRARY YOUTH EDUCATOR (13)
OFFICE SUPERVISOR I
PENSION SPECIALIST
PUBLIC HEALTH EDUCATOR I (3)
REAL ESTATE SPECIALIST I (2)

- (1) For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to \$1,437.82 with the approval of the Department of Employee Relations.
- (2) Recruitment at \$1,688.79.
- (3) Recruitment at \$1,539.19.
- (4) Recruitment at \$1,640.77.
- (5) One position held by Janice Kotowicz (DCD) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,545.82, \$1,591.07, \$1,638.24, \$1,688.86, \$1,757.50.

Pay Range 2CN

Official Rate Biweekly

Hourly:	18.70	26.18
Biweekly:	1,496.24	2,094.43
Annual:	38,902.24	54,455.18

ACCOUNTANT I (1) (6)
ADMINISTRATIVE SPECIALIST
CLAIMS ADJUSTER
DISABILITY SPECIALIST
EMERGING BUSINESS ANALYST
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (7)
LEGISLATIVE ASSISTANT (3)
LIBRARIAN II (6)
NETWORK COORDINATOR-ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (7)
PURCHASING AGENT
RENT ASSISTANCE INSPECTOR (4) (9)
RENT ASSISTANCE SPECIALIST II (9)
SAFETY SPECIALIST
WATER CHEMIST II (5) (8)

- (1) One position held by Diane Kronberg shall be paid the following biweekly rates : \$1,547.43 to \$1,803.07.
- (2) Recruitment may be up to \$1,975.47 with the approval of DER.
- (3) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II. of the Salary Ordinance.
- (4) One position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates : \$1,547.43 to \$2,166.09.
- (5) Upon attaining a State of Wisconsin certification as a Grade T of 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$2,062.72 . In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.
- (6) Recruitment at \$1,738.86.
- (7) Recruitment at \$1,706.05.
- (8) Recruitment at \$1,765.60.
- (9) Recruitment at \$1,688.79.

Pay Range 2DN

Official Rate Biweekly

Hourly:	19.93	27.90
Biweekly:	1,594.52	2,232.19
Annual:	41,457.52	58,036.94

ACCOUNTANT II (1) (19)
ANTI-GRAFFITI PROGRAM COORDINATOR
ASSOCIATE PLANNER (20)
BENEFITS SERVICES SPECIALIST III (4) (21)
BUDGET & MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (4) (5) (21)
BUSINESS SERVICES SPECIALIST-NSP (21)
CHEMIST II (6)
CREDIT SERVICES SPECIALIST (18) (22)
ENVIRONMENTAL & DISEASE CONTROL SPECIALIST (16)
ENVIRONMENTAL HEALTH COORDINATOR (7) (20)
ENVIRONMENTAL HYGIENIST (23)

FLEET REPAIR SUPERVISOR I
GEOGRAPHIC INFORMATION SPECIALIST (20)
HEALTH AND SAFETY SPECIALIST
HOUSING PROGRAMS SPECIALIST (4) (21)
HOUSING SERVICES SPECIALIST (19)
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (20)
LEAD RISK ASSESSOR III (8) (20)
LIBRARIAN III (9)
LIBRARY EDUCATION OUTREACH SPECIALIST (24)
MANAGEMENT SERVICES SPECIALIST
MICROBIOLOGIST II (6)
NUTRITIONIST (2) (3)
PENSION SPECIALIST-SENIOR
PERSONNEL ANALYST
PROPERTY MANAGER (21)
PUBLIC HEALTH NURSE (10) (11) (12)
PUBLIC HEALTH SOCIAL WORKER (2)
REAL ESTATE SPECIALIST II (21)
RENT ASSISTANCE COORDINATOR (25)
RENT ASSISTANCE SPECIALIST III (4) (21)
SPECIAL CODE ENFORCEMENT INSPECTOR (13) (14) (15)
TEST ADMINISTRATION COORDINATOR
VIROLOGIST II (6)
WATER MICROBIOLOGIST II (17) (25)

- (1) Positions held by Lisa Ames, Jean Semenuk (City Attorney) and, Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.
- (2) Recruitment to be up to \$1,902.77 with the approval of DER.
- (3) The City shall pay a premium of \$20.00 biweekly to one position of Nutritionist while assigned to the Women, Infants, and Children's Nutrition Program.
- (4) Positions held by Cynthia Bowers, Rebeca Delgado, Donna Miller, Lou Williams, Wanda Williford, Marcia Friske and Judy Lathon-Carson (DCD), Crystal Owens and Therese Biernat (DER), shall be paid the following biweekly rates : \$1,649.08 to \$2,308.56.
- (5) Positions held by Dawn Hoogland and Joan Rossetti (DPW-Administration) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Recruitment may be up to \$2,165.06 with the approval of DER.
- (7) One position held by Julie Hults (Health) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.
- (8) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at \$2129.95 shall advance to \$2,151.24.
- (9) Recruitment may be up to \$2,077.79 with the approval of DER..
- (10) The City shall pay a premium of \$45.00 biweekly for Public Health Nurses assigned on a full-time basis with full responsibilities to one of the following job assignments: Health Center Coordinator, Charge Nurse/STD Clinic, Charge Nurse/TB, Lead (Pb) Program Coordinator, Charge Nurse/Staff Development Unit, Charge Nurse/Family Health Clinic, Charge Nurse/WIC, Health Information Coordinator, Immunization Coordinator, PHN Coordinator-HIV Women's Program and PHN Coordinator-Adolescent School Health (ASHP).

- (11) A Public Health Nurse shall be eligible to receive an additional thirty (\$30) dollars biweekly special Attainment Pay provided they meet one or more of the following criteria and have provided the department with the appropriate documentation:
 - (a) A nurse has a Master's Degree of Nursing approved by the National League of Nursing (NLN) and has submitted the diploma verifying such degree to the Public Health Nurse Manager.
 - (b) A nurse has an American Nurses' Association (ANA) certification in Community Health Nurse, Adult Nurse Practitioner, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontological Nurse Practitioner or a National Certification Corporation (NCC) certification as a Women's Health Care Nurse Practitioner and has submitted the certificate to the Public Health Nurse Manager or an American Nurses Credentialing Center (ANCC) certification as a Psych/Mental Health Nurse or an AIDS Certified Registered Nurse (ACRN) certification by the HIV/AIDS Nursing Certification Board (HANCNB).
 - (c) A nurse has a Department of Public Instruction Certification and has submitted the certificate to the Public Health Nurse Manager.

A nurse who does not maintain his/her certification under one of the criteria listed above, shall not be eligible to continue to receive Special Attainment Pay unless he/she maintains eligibility by meeting another specified criterion above. A nurse who satisfies more than one criterion shall not receive more than one Special Attainment Pay of \$30 biweekly. A nurse appointed prior to June 21, 1981, who does not have a BSN degree as of January 1, 1989, but who has an American Nurses' Association Certification approved by the Public Health Nurse Manager shall be deemed to qualify for this special attainment pay.

- (12) Recruitment shall be at the up to \$1,990.11 subject to applicable experience under criteria established by the City. In addition, recruitment may be up to \$1,840.50 based upon market conditions as determined by the City.
- (13) The fifth increment shall be \$2,195.19 for employees in these classifications.
- (14) Employees in these job classifications who complete at least one year of service at the \$2195.19 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
 - (a) Increment One: \$2,217.15 provided the employee attains and maintains one of the above certifications;
 - (b) Increment Two: \$2,239.08. provided the employee attains and maintains two of the above certifications;
 - (c) Increment Three: \$2,261.06. provided the employee attains and maintains all three of the above certifications.
- (15) Employees in these job classifications who are not at \$2,029.45 and who attain and maintain all three of the certifications specified in footnote (14) shall advance one additional increment. After such employees advance to \$2,029.45, such employees shall advance as outlined in footnote (14).
- (16) Recruitment may be up to \$1,809.59 with the approval of DER.
- (17) Upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one increment in the pay range. If at the maximum increment, the incumbent will advance to \$1,876.53. The employee must maintain the certification to retain the extra increment.
- (18) Employees in these classifications shall be eligible for the following three additional M-Steps provided that the following criteria is met:

M-Step 1	\$2,001.88	30 credits only OR 8 years of service and 15 credits
M-Step 2	\$2,061.93	45 credits only OR 10 years of service and 25 credits
M-Step 3	\$2,123.81	60 credits only OR 12 years of service and 40 credits

 Credits allowed to meet the criteria shall be according to DER guidelines.
- (19) Recruitment at \$1,766.91.
- (20) Recruitment at \$1,792.59.
- (21) Recruitment at \$1,738.86.
- (22) Recruitment at \$1,688.79
- (23) Recruitment at \$1,851.27.
- (24) Recruitment at \$1,892.84.
- (25) Recruitment at \$1,785.42.

Pay Range 2EN

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

ARCHITECT DESIGNER I (1)
CIVIL ENGINEER I (1)
ELECTRICAL ENGINEER I (1)
FIRE PROTECTION ENGINEER
HOUSING REHABILITATION SPECIALIST (2) (6)
INVESTIGATOR/ADJUSTER (3) (7)
IT SUPPORT SPECIALIST (8)
LEAD WATER CHEMIST (9)
MECHANICAL ENGINEER I (1)
NETWORK ANALYST-ASSISTANT (4) (5)
NETWORK SERVICE COORD-SENIOR (8)
PLAN EXAMINER SPECIALIST (10)
SPECIAL ENFORCEMENT INSPECTOR (11)
TRAFFIC CONTROL ENGINEER I (1)

- (1) Recruitment may be up to \$2,190.02 with the approval of DER.
- (2) Positions held by Dick Haak, Jeffrey Keen, Brian Pellett, and Hamid Sarlati, shall be paid the following biweekly rates \$1,873.89 to \$2,623.59.
- (3) Positions held by Steve Carini and Robert Overholt (City Attorney), shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (4) Recruitment may be up to \$2,051.10 with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.
- (5) One position held by Corey Richards (DOA), shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (6) Recruitment is at \$1,940.25.
- (7) Recruitment is at \$1,979.05.
- (8) Recruitment is at \$1,902.77.
- (9) Recruitment is at \$2,062.72.
- (10) Recruitment is at \$1851.27.
- (11) 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: 1,979.05, 2,115.78, 2,189.49,2,256.58,2,324.30 and add "Environmental Risk Officer (12)" with footnote "12" to read as follows: "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: 1,851.27, 2,002.65, 1,113.78, 2,154.10, 2,217.12, 2,324.30.

Pay Range 2EX

Official Rate Biweekly

Hourly:	21.25	29.75
Biweekly:	1,699.78	2,379.64
Annual:	44,194.28	61,870.64

ADMINISTRATIVE SPECIALIST-SENIOR
AUDITOR-SENIOR
CLAIMS ADJUSTER-SENIOR
COMMUNITY OUTREACH LIAISON
DISABILITY SPECIALIST-SENIOR
EMERGING BUSINESS ANALYST-SENIOR
EMPLOYEE ASSISTANCE COORDINATOR
FISCAL REVIEW ANALYST ASSOCIATE
HEALTH PROJECT COORDINATOR-IMMUNIZATIONS PREPAREDNESS
HEALTH PROJECT COORDINATOR-PLAIN TALK
HEALTH PROJECT COORDINATOR-TOBACCO & MEN'S HEALTH

HEALTH PROJECT COORDINATOR-ACHP
HEALTH PROJECT COORDINATOR-CHILDHOOD WELLNESS
HEALTH PROJECT COORDINATOR-MILWAUKEE COMPREHENSIVE HOME VISITING PROGRAM
HEALTH PROJECT COORDINATOR-VIOLENCE PREVENTION
LEGISLATIVE FISCAL ANALYST-ASSOCIATE
MANAGEMENT ACCOUNTANT-SENIOR
NETWORK COORDINATOR ASSOCIATE
PROJECT COORDINATOR-BIG
PURCHASING AGENT-SENIOR
SAFETY SPECIALIST-SENIOR (1)
SYSTEMS ANALYST-ASSISTANT
TELECOMMUNICATIONS ANALYST-ASSISTANT

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

Pay Range 2FN

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.40	2,536.80
Annual:	47109.40	65,956.80

CHEMIST III (1)
MICROBIOLOGIST III (1)
VIROLOGIST III (1)
PARKING OPERATIONS COORDINATOR (2)
SENIOR PLANNER (3)
SENIOR PLANNER-ARCHITECTURAL DESIGN (3)

- (1) Recruitment may be up to \$2,504.74 with the approval of DER.
(2) Recruitment is at \$2,098.56.
(3) Recruitment is at \$2,099.64

Pay Range 2FX

Official Rate Biweekly

Hourly:	22.65	31.71
Biweekly:	1,811.90	2,536.80
Annual:	47,109.40	65,956.80

BUDGET & MANAGEMENT ANALYST-SENIOR
CERTIFICATION & COMMUNICATIONS COORDINATOR
CLAIMS ADJUSTER SPECIALIST
DPW INVENTORY & PURCHASING COORDINATOR
ECOCULTURAL FAMILY INTERVIEW PROGRAM COORDINATOR
EMERGENCY PREPAREDNESS COORDINATOR-WORKFORCE DEVELOPMENT
HEALTH PROJECT COORDINATOR-PUBLIC HEALTH SURVEILLANCE
HUMAN RESOURCES ANALYST-SENIOR
INJURY & VIOLENCE PREVENTION PROGRAM
LABOR RELATIONS ANALYST-SENIOR
LEAD PROJECT COORDINATOR (CDBG)
LEAD PROJECT COORDINATOR (LDG)
LIBRARIAN IV (1)

MANAGEMENT ACCOUNTING SPECIALIST
MANAGEMENT SERVICES ADJUSTER
NUTRITIONIST COORDINATOR
PERMITS & COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST-SENIOR
PROCUREMENT SPECIALIST
RENTAL REHABILITATION SPECIALIST
RESEARCH & POLICY ANALYST
TOBACCO CONTROL PROGRAM COORDINATOR
TRADE DEVELOPMENT REPRESENTATIVE
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST

- (1) Recruitment is at \$1,919.05.

Pay Range 2GN

Official Rate Biweekly

Hourly:	24.14	33.80
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

ARCHITECT DESIGNER II (4)
AUTOMATED SYSTEMS SPECIALIST (5)
CIVIL ENGINEER II (4)
CRIME ANALYST (1)
ELECTRICAL ENGINEER II (4)
FIRE PROTECTION ENGINEER II (4)
GIS ANALYST (5)
IT SUPPORT SPECIALIST-SENIOR (5)
LANDSCAPE ARCHITECT
MECHANICAL ENGINEER II (4)
NETWORK ANALYST-ASSOCIATE (3)
NURSE PRACTITIONER-STD/HIV PROGRAM (2)
PROGRAMMER ANALYST (3)
TRAFFIC CONTROL ENGINEER II (4)
WATER QUALITY ANALYST (5)
ZONING & DEVELOPMENT COORDINATOR (4)

- (1) Recruitment may be up to \$2476.99 with the approval of the DER and the Chair of the Committee on Finance & Personnel.
- (2) Recruitment is at \$2149.34.
- (3) Recruitment may be up to \$2256.99 with the approval of DER and the Chair of the Committee on Finance and Personnel.
- (4) Recruitment is at \$2190.02.
- (5) Recruitment is at \$2129.77

Pay Range 2GX

Official Rate Biweekly

Hourly:	24.14	33.8
Biweekly:	1,931.00	2,703.66
Annual:	50,206.00	70,295.16

ACCOUNTANT III
ACCOUNTING SPECIALIST (2)
APPLICATIONS PROGRAMMER
AUDITOR (2)
BUDGET & MANAGEMENT ANALYST-LEAD

COMPLIANCE ANALYST
COMPTROLLER NETWORK ANALYST (2)
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
GRANT MONITOR-HOMELAND SECURITY
HEALTH & SAFETY OFFICER
INTERNET SERVICES COORDINATOR
INVESTMENTS & FINANCIAL SERVICES SPECIALIST (3)
LEGISLATIVE FISCAL ANALYST-SENIOR
MAIG REGIONAL COORDINATOR
MANAGEMENT & ACCOUNTING OFFICER
NEIGHBORHOOD DEVELOPMENT SPEICALIST
NETWORK COORDINATOR-SENIOR (1)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT ADMINISTRATOR
PROGRAM MANAGER
REAL ESTATE SPECIALIST
REVENUE & FINANCIAL SERVICES ASSISTANT
STAFF ASSISTANT
TELECOMMUNICATIONS ANALYST-ASSOCIATE
UTILITIES SERVICES LIAISON

- (1) One position held by Kimberly Berry to be paid rates consistent with Pay Range 2IN.
- (2) Positions held by Peter Mensah-Brown, Estela Prust, Terisita Santos, Michael Roney, and Debborah Damask to be paid at \$2,737.53 biweekly.
- (3) Recruitment at 2,257.5\$6.

Pay Range 2HN

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

FACILITIES CONSTRUCTION PROJECT COORDINATOR (4)
FACILITIES MAINTENANCE COORDINATOR (4)
IT SUPPORT SPECIALIST-LEAD (5)
LABORATORY INFORMATION SYSTEMS SPECIALIST (6)
LEAD MICROBIOLOGIST (6)
MECHANICAL PLAN EXAMINER II (7)
NETWORK ANALYST-SENIOR (1)
PLAN EXAMINER II (8)
SENIOR PROPERTY APPRAISER (2) (3)

- (1) Recruitment may be up to \$2586.84 with the approval of the DER and the Chair of the Committee on Finance and Personnel.

- (2) Recruitment is at \$1832.20 and an employee may move in increments through the range of to \$2847.55, except the employee must meet the criteria to move to the rates outlined below. Equivalencies are determined by the Commissioner of Assessments.
- (a) \$2163.51 - Must have completed at least one year at \$2080.34 and completion of the International Association of Assessing Officers (IAAO) Course 1 – Fundamentals of Real Property Appraisal or equivalent AND IAAO Course 2 – Income Approach to Valuation or its equivalent.
- (b) \$2531.02 - Must have completed at least one year at \$2434.43 and completion of IAAO Standards of Practice and Professional Ethics or its equivalent AND IAAO Course 302 – Mass Appraisal of Income Producing Property or its equivalent.
- (c) \$2737.56 - Must have completed at least one year at \$2632.95 and have demonstrated successful completion of IAAO Course 202 – Advance Income Approach to valuation or its equivalent AND IAAO Course 4 – Assessment Administration
- (3) Employees who attain and maintain the designation of either "Residential Evaluation Specialist" or "Certified Assessment Evaluator" from the IAAO or a Master's Degree in Real Estate or its equivalent as determined by the Commissioner of Assessments and who meet the criteria of the next increment above their current increment, shall advance one increment in the pay range. If at the maximum increment, the employee shall advance to \$2,933.40.
- (4) Recruitment is at \$2385.19.
- (5) Recruitment is at \$2384.98.
- (6) Recruitment is at \$2301.96.
- (7) Recruitment is at \$2139.40.
- (8) Recruitment is at \$2,139.40.

Pay Range 2HX

Official Rate Biweekly

Hourly:	25.73	36.02
Biweekly:	2,058.41	2,881.61
Annual:	53,518.66	74,921.86

ACCOUNTING SUPERVISOR
AUDITOR LEAD
BUDGET & POLICY SPECIALIST
CITY PAYROLL SPECIALIST
DATA COMMUNICATIONS SPECIALIST
FIRE & POLICE COMMISSION INVESTIGATOR/AUDITOR
FUNCTIONAL APPLICATIONS ANALYST (2)
HEALTH PERSONNEL OFFICER
HEALTHCARE OUTREACH COORDINATOR
HUMAN RESOURCES REPRESENTATIVE
LABOR RELATIONS REPRESENTATIVE
LEGISLATIVE FISCAL ANALYST-LEAD
MANAGEMENT SERVICES ANALYST
MANAGER OF NURSING PRACTICE
PRINCIPAL PLANNER
PROPERTY MANAGEMENT PROGRAM COORDINATOR
RECYCLING SPECIALIST (3)
STAFF ASSISTANT TO THE MAYOR-SENIOR
STAFF ASSISTANT-COMMON COUNCIL PRESIDENT
SYSTEMS COORDINATOR
TRADE DEVELOPMENT REPRESENTATIVE-SENIOR
WATER INFORMATION SYSTEMS SECURITY MANAGER
WATER SECURITY MANAGER (1)

- (1) Recruitment may be at any rate in the pay range with the approval of DER.
- (2) Recruitment is authorized up to \$2272.44 with the approval of DER.

- (3) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.

Pay Range 2IN

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

ARCHITECT III (2)
CIVIL ENGINEER III (2)
ELECTRICAL ENGINEER III (2)
ENGINEER TECHNICIAN VI (2)
FACILITIES PROJECT COORDINATOR (2)
FIRE PROTECTION ENGINEER III (2)
MECHANICAL ENGINEER III (1)
TRAFFIC CONTROL ENGINEER III (2)

- (1) Recruitment for one position of Mechanical Engineer III in the Department of City Development may be up to \$2710.96 with the approval of DER.
 (2) Recruitment is at \$2488.35.

Pay Range 2IX

Official Rate Biweekly

Hourly:	27.42	38.38
Biweekly:	2,193.39	3,070.63
Annual:	57,028.14	79,836.38

ASSISTANT ACCOUNTING MANAGER
ASSISTANT CITY PAYROLL MANAGER
ASSISTANT GRANT FISCAL MANAGER
BUDGET & MANAGEMENT SPECIALIST ASSISTANT
BUSINESS SYSTEMS COORDINATOR
COMMUNITY INFORMATION SERVICES COORDINATOR
ENGINEERING SYSTEMS ANALYST
EQUIPMENT ACQUISITION & DISPATCH COORDINATOR (1)
FISCAL PLANNING SPECIALIST (2)
GIS DEVELOPER-SENIOR
INVESTMENTS & FINANCIAL SERVICES COORDINATOR
LEGISLATIVE COORDINATOR
NETWORK ADMINISTRATOR
NSP PROGRAM COORDINATOR
PROJECT MANAGER-MILWAUKEE SHINES
QUALITY ASSURANCE COORDINATOR (1)
STAFF ASSISTANT-SENIOR
SYSTEMS ANALYST-SENIOR
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST-SENIOR
YOUTH DEVELOPMENT COORDINATOR

- (1) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which result in an excessive amount of overtime work, to receive 4.8% additional biweekly salary as compensation for such overtime work.
 (2) Recruitment for one position in the DOA - Budget and Management Division authorized up to \$2826.93 with the approval of DER.

Pay Range 2JN

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,238.81	3,274.21
Annual:	60,809.06	85,129.46

MECHANICAL PLAN EXAMINER III (1)
PLAN EXAMINER III (2)

- (1) Recruitment at \$2,488.35.
- (2) Recruitment may be up to \$2,831.50 with the approval of DER.

Pay Range 2JX

Official Rate Biweekly

Hourly:	29.24	40.93
Biweekly:	2,338.81	3,274.21
Annual:	60,809.06	85,129.46

COMMUNICATIONS & OUTREACH MANAGER
COMMUNITY RELATIONS MANAGER (3)
DATA BASE ANALYST
ECONOMIC DEVELOPMENT MARKETING MANAGER
FUNCTIONAL APPLICATIONS ANALYST-SENIOR
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
INFORMATION SYSTEMS AUDITOR
LABOR RELATIONS OFFICER
MAYOR'S LIAISON OFFICER
PERMITS & COMMUNICATIONS MANAGER
PORT FINANCE OFFICER
PUBLIC RELATIONS MANAGER
RESEARCH SERVICES SPECIALIST
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST-LEAD

- (3) One position filled by David Heard, to be paid \$2,338.81 to \$3,274.21 biweekly.

Pay Range 2KX

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

ARCHITECT IV (1) (2)
CIVIL ENGINEER IV (1) (2)
COMMUNITY HEALTH SERVICES OFFICER
DATA SERVICES MANAGER
FISCAL PLANNING SPECIALIST-SENIOR
LEGISLATIVE COORDINATOR-SENIOR
LONG RANGE PLANNING MANAGER
PENSION INVESTMENT ANALYST
SPECIAL ASSISTANT TO MAYOR
TELECOMMUNICATIONS ENGINEER

- (1) Recruitment is at \$2829.15.
- (2) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12 hour differential as described in Part II section x of the Salary Ordinance.

Pay Range 2LX

Official Rate Biweekly

Hourly:	33.22	46.5
Biweekly:	2,657.29	3,720.07
Annual:	69,089.54	96,721.82

BUDGET & POLICY MANAGER
CITY ECONOMIST
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
FMIS PROJECT MANAGER
INFORMATION SYSTEMS MANAGER-MPD
INFORMATION TECHNOLOGY MANAGER-MFD
LEGISLATIVE FISCAL MANAGER
POLICE FINANCE & PLANNING MANAGER (1)
POLICY & ADMINISTRATION MANAGER
SYSTEMS ANALYST-PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (2)

- (1) Position to be studied when vacant.
- (2) Recruitment is authorized up to \$2954.88 with the approval of DER.

Pay Range 2MX

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

LEGISLATIVE FISCAL MANAGER-SENIOR
PUBLIC DEBT SPECIALIST

Pay Range 2NX

Official Rate Biweekly

Hourly:	45.69	63.97
Biweekly:	3,655.01	5,117.27
Annual:	95,030.26	133,049.02

ASSISTANT CITY ATTORNEY (1)

- (1) The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the range of \$20,76.77 to \$49,15.76. This classification will be studied for proper classification during 2012.

TECHNICIANS

PAY RANGE 3A

Official Rate Biweekly

Hourly:	12.60	13.46
Biweekly:	1008.30	1076.79
Annual:	26215.80	27996.43

CODE ENFORCEMENT INTERN

PAY RANGE 3B

Official Rate Biweekly

Hourly:	15.52	18.74
Biweekly:	1241.91	1499.59
Annual:	32,289.66	39,874.90

AUDIOVISUAL SPECIALIST I (4) (5)
COMPUTER OPERATOR I (1) (4) (5)
ENGINEERING DRAFTING TECHNICIAN I
ENGINEERING TECHNICIAN I (2)
GEOGRAPHIC INFORMATION TECHNICIAN I
NUISANCE CONTROL OFFICER I (3) (5)
SANITATION INSPECTOR (5)
TELEVISION PRODUCTION SPECIALIST I (5)

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972 and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:
One increment: \$1,533.65
Two increments: \$1,570.63.
- (2) Employees who are assigned to Road Life Work shall receive an additional \$.75 per hour while assigned to that work.
- (3) Employees in this classification may be eligible for an additional 6th increment of \$1,533.65.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.
- (5) Recruitment is at \$1,360.10.

PAY RANGE 3C

Official Rate Biweekly

Hourly:	17.57	19.86
Biweekly:	1405.29	1,588.89
Annual:	36,537.54	41,311.14

AUDIOVISUAL SPECIALIST II (2)
COMPUTER OPERATOR II (1) (2)
DOCUMENT TECHNICIAN
ELECTRONIC TECHNICIAN ASSISTANT (3)
PRODUCTION TECHNICIAN

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:
One increment: \$1,610.72
Two increments: \$1,654.93
Three increments: \$1,702.96.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (3) Recruitment is at \$1,438.82.

PAY RANGE 3D

Official Rate Biweekly

Hourly:	17.84	21.83
Biweekly:	1,427.26	1,665.76
Annual:	37,108.76	43,309.76

MEDICAL LABORATORY TECHNICIAN
PARKING METER TECHNICIAN (1)

- (1) Recruitment at is \$1,506.72

PAY RANGE 3E

Official Rate Biweekly

Hourly:	17.41	21.29
Biweekly:	1,392.91	1,702.96
Annual:	36,215.66	44,276.96

COMPUTER OPERATOR III (2)
NUISANCE CONTROL OFFICER II (3)
PROGRAMMER I (1)
TELEVISION PRODUCTION SPECIALIST II

- (1) Recruitment may be up to \$1,595.97 with the approval of the Department of Employee Relations.
(2) Recruitment is at \$1,523.22.
(3) Recruitment is at \$1,484.43.

PAY RANGE 3F

Official Rate Biweekly

Hourly:	18.06	22.12
Biweekly:	1,444.75	1,769.74
Annual:	37,563.50	46,013.24

DRAFTING TECHNICIAN II
ENGINEERING DRAFT TECHNICIAN II
ENGINEERING TECHNICIAN II (1) (2)
GEOGRAPHIC INFO TECHNICIAN II
HELP DESK SPECIALIST I (3)
MAINTENANCE TECHNICIAN I (4)

- (1) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$1,574.84 shall advance annually in the increments, provided they meet criteria below. Credits allowed to meet the criteria shall be as provided in DER guidelines.

M-1 (\$1,627.11) 30 credits

M-2 (\$1,769.74) 35 credits

(c) Employees who advance or have advanced to \$1483.72 upon completion of three years of service at that increment will be eligible for the next increment of \$1532.96 and at the end of three more years, will be eligible for the next increment of \$1,667.33 in lieu of the college credit requirement noted above.

- (2) Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.
- (3) Recruitment is at \$1,466.43.
- (4) Recruitment is at \$1,564.48

PAY RANGE 3G

Official Rate Biweekly

Hourly:	19.00	22.63
Biweekly:	1,520.07	1,810.18
Annual:	39,521.82	47,064.68

CODE ENFORCEMENT INSPECTOR I (7)
COMPUTER SCHEDULER (7)
ENVIRONMENTAL HEALTH SPECIALIST I (1) (7)
INFORMATION TECHNOLOGY SPECIALIST
LEAD RISK ASSESSOR I (1) (7)
MAINTENANCE TECHNICIAN II (3) (8)
PARKING METER TECHNICIAN-LEAD (9)
PROPERTY ASSESSMENT TECHNICIAN (7)
RADIOLOGIC TECHNOLOGIST (2) (7)
URBAN FORESTRY INSPECTOR (7)
WATER TREATMENT PLANT OPERATOR (4) (5) (6) (10)

- (1) (a) Lead Risk Assessors who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at the \$1,806.73 shall advance to a \$1,824.81 biweekly.

(b) Environmental Health Specialist I's appointed on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$1806.73 shall advance to \$1,824.81.
- (2) Recruitment up to \$1,688.79 with the approval of DER.
- (3) Recruitment at \$1676.06 provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.
- (4) Employees who have completed one year at \$1,747.10 are eligible for an additional increment of \$1,809.96.
- (5) Employees who were appointed to Water Plant Operator I or Water Plant Operator II classification prior to January 22, 2002 and who are promoted to the Water Treatment Plant Operator classification, but do not meet all the qualifications of the Water Treatment Plant Operator classification shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate in this range: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.
- (6) An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was paid at \$1,756.67 prior to their promotion, shall continue to be paid that amount until such date on or after Pay Period 4, 2002 that they are eligible for advancement to \$1,809.96.
- (7) Recruitment is at \$1595.97.
- (8) Recruitment is at \$1595.82.
- (9) Recruitment is at \$1608.77.
- (10) Recruitment is at \$1564.48.

PAY RANGE 3H

Official Rate Biweekly

Hourly:	20.51	23.75
Biweekly:	1,640.77	1,900.24
Annual:	42,660.02	49,406.24

FORESTRY INSPECTOR I

INSPECTOR, DOCKS & DREDGING
MAINTENANCE TECHNICIAN III (1) (4)
PUBLIC WORKS INSPECTOR I (2)
SEWER MAINTENANCE SCHEDULER (3) (5)

- (1) Recruitment is at \$1,668.00.
- (2) Employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (3) Recruitment is at \$1,657.87.
- (4) An employee given an emergency appointment to this position to be paid at these rates: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24.
- (5) An employee given an emergency appointment to this title to be paid these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.

PAY RANGE 3I

Official Rate Biweekly

Hourly:	20.31	24.26
Biweekly:	1,624.44	1,940.96
Annual:	42,235.44	50,464.96

ASSESSMENT TECHNICIAN I
HELPDESK SPECIALIST II (1)

- (1) Recruitment is at \$1,688.79.

PAY RANGE 3J

Official Rate Biweekly

Hourly:	21.11	25.03
Biweekly:	1,688.79	2,002.65
Annual:	43,908.54	52,068.90

CODE ENFORCEMENT INSPECTOR II (1) (4)
ENVIRONMENTAL HEALTH SPECIALIST II (2) (3)
FORESTRY INSPECTOR II (5)(6)
HEALTHY HOMES INSPECTOR
LEAD RISK ASSESSOR II (2)

- (1) Employees who attain and maintain a Commercial Building Code Certification, UDC Construction Certification and/or pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) AND who complete at least one year of service at \$2,002.65 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment:
 - (a) Increment One: \$2,021.68 provided an employee attains and maintains one of above certifications; Increment Two: \$2,040.69 provided an employee attains and maintains two of above certifications; Increment Three: \$2,059.76 provided an employee attains and maintains all three of above certifications.
 - (b) Employees not at \$2002.65 who attain and maintain all three of the above specified certifications shall advance one additional increment in the pay range.
- (2) (a) Employees who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at \$2002.65 shall advance to \$2,021.68. (b) Employees appointed to the Environmental Health Specialist II in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service at \$2002.65 shall advance to \$2,021.68.

- (3) Employees in the Department of Neighborhood Services who complete at least one year of service at \$2002.65 and who attain and maintain a (1) Commercial Building Code Certification and/or (2) for employees appointed to the classification prior to July 1, 2003, either completes the National Fire Academy Five Core Courses when it was available prior to 1995, or completes and passes the exam for MATC State Vo-tech Fire Inspector Class Part I or passes the Fire Inspector 1 exam as presented by the International Code Council and for employees appointed to the classification on or after July 1, 2003, passes the Fire Inspector 1 exam as presented by the International Code Council shall advance to one of the following increments provided the employee meets the minimum criteria specified for that increment:

Increment One: \$2,021.68 provided an employee attains and maintains one of above certifications; and

Increment Two: \$2,040.69 provided an employee attains and maintains all two of above certifications.

- (4) One position filled by Lawrence Woytek to be paid the following biweekly rates: \$1,792.59 to \$2,129.95.
- (5) Employees who complete one year of service at \$1,928.72 shall be eligible for one "M-step" of \$2,001.88. Criteria includes 30 credits OR 8 years of service and 15 credits. Credits are to be Forestry or horticultural courses according to the guidelines provided by DER.
- (6) For these classifications, the 5th increment of the pay range will be \$1,914.56.

PAY RANGE 3K

Official Rate Biweekly

Hourly:	22.41	25.64
Biweekly:	1,792.59	2,051.08
Annual:	46,607.34	53,328.08

WATER PLANT INSTRUMENTATION SPECIALIST

PAY RANGE 3L

Official Rate Biweekly

Hourly:	21.11	26.55
Biweekly:	1,688.79	2,123.81
Annual:	43,908.54	55,219.06

BRIDGES & PUBLIC BUILDINGS INSPECTOR (1) (4)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (10)
DRIVER TRAINING INSTRUCTOR (6) (9)
INSPECTION SPECIALIST (2)
PUBLIC WORKS INSPECTOR II (2)(3)(5)(7)(8)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR(10)

- (1) Employees in this classification who have completed one year of service at \$1,993.22 step shall be eligible to advance annually on their anniversary date to the following increments, provided that the following additional criteria is met:

<u>M-step Biweekly Rate</u>	<u>Criteria Needed</u>
M-1 \$2,060.99	Commercial Building Code certificate and either 30 credits or 8 years of service and 15 credits
M-2 \$2,123.81	Commercial Building Code and either 45 credits Or 10 years of service and twenty-five credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related or architectural courses.

Employees in this classification who are at \$2033.10 as of Pay Period 24, 2004 shall not be required to meet the crit

- (2) Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps (PP 14, 2009 rates), provided that the following criteria is met:

M-step	Criteria needed
M-step 1: \$2,001.88	30 credits only or 8 years of service and 15 credits
M-step 2: \$2,061.93	45 credits only or 10 years of service and 25 credits
M-step 3: \$2,123.81	60 credits only or 12 years of service and 40 credits

Credits allowed to meet the criteria for "M" step advancement shall be as provided by DER.

- (3) For these classifications, the 5th increment of the pay range will be \$1,914.56.
- (4) Recruitment is at \$1,738.86.
- (5) Employees as of Pay Period 17, 1990, who are currently at the first "M-Step" shall advance to M-Step 2.
- (6) Recruitment is at \$1,851.27.
- (7) A Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- (8) Employees in this classification while assigned as the "Resident (Lead) Inspector" to a state funded project for any time during a pay period shall receive an additional to eighty (\$80) dollars biweekly.
- (9) An employee given an emergency appointment to this title to be paid at these rates: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,113.78.
- (10) 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: 1,595.97, 1,688.79, 1,851.27, 2,002.65, 2,154.10, 2,217.12.

PAY RANGE 3M

Official Rate Biweekly

Hourly:	22.27	28.21
Biweekly:	1,781.72	2,251.00
Annual:	46,324.72	58,682.00

ELECTRONIC TECHNICIAN (1)
VIDEO ELECTRONIC TECHNICIAN

- (1) Employees with a minimum of three years of relevant job experience may be appointed at \$1867.98. Employees with a minimum of four years of relevant job experience may be appointed at \$1958.46.

PAY RANGE 3N

Official Rate Biweekly

Hourly:	21.08	28.75
Biweekly:	1,686.37	2,299.70
Annual:	43,845.62	59,792.20

BICYCLE AND PEDESTRIAN COORDINATOR (1) (2)
CONSTRUCTION COORDINATOR (1) (2)
DRAFTING TECHNICIAN IV (1) (2)
ENGINEERING DRAFTING TECHNICIAN IV (1) (2)
ENGINEERING TECHNICIAN IV (3) (4)
PROGRAMMER II (5) (8)
SIDEWALK REPAIR SPECIALIST (6) (7) (8)
URBAN FORESTRY TECHNICIAN (9) (10)

- (1) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated in Footnote #2 below.
- (2) Employees who complete at least one year of service at \$1,905.08 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-steps shall be provided for in the DER guidelines.

M-Step	Criteria Needed
M-1 (\$2067.29)	30 credits or 8 years of service and 15 credits.
M-2 (\$2153.67)	45 credits or 10 years of service and 25 credits.
M-3 (\$2258.10)	60 credits or 12 years of service and 40 credits.

- (3) Recruitment is at \$1,695.25.
- (4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the "M" steps in lieu of the college credit requirements stated below.
 (b) Employees who complete at least one year of service at \$2,010.87 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-Step advancement shall be provided in the DER guidelines

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (\$2,098.56)	30 credits or eight years of service and 15 credits.
M-2 (\$2,190.02)	45 credits or 10 years of service and 25 credits.
M-3 (\$2,299.70)	60 credits or 12 years of service and 40 credits.

- (5) Appointment may be up to \$1,979.05 with the approval of the DER and the Chair of the Committee on Finance and Personnel.
- (6) Employees who have completed one year of service at \$2,113.78. shall be eligible to advance annually on their anniversary date to the following M-Steps provided that the following additional criteria is met:

<u>M-step</u>	<u>Criteria Needed</u>
M-1 \$2,194.41	30 credits only or 8 years of service and 15 credits
M-2 \$2,258.10	45 credits only or 10 years of service and 25 credits

Credits allowed to meet the criteria for M-step advancement shall be as follows:

Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools. Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes. At least 75% of the credits used for "M" step advancement must be in engineering related courses.

- (7) For this classification, the 5th increment of the pay range will be \$2,099.64.
- (8) Recruitment is at \$1,851.27.
- (9) Recruitment is at \$1,979.05
- (10) An employee given an emergency appointment to this title to be paid at these rates: \$1,979.05, \$2,036.91, \$2,099.64, \$2,162.41, \$2,259.52.

PAY RANGE 30

Official Rate Biweekly

Hourly:	24.74	2,955.00
Biweekly:	1,979.05	2,364.09
Annual:	51,455.30	61,466.34

BOILER INSPECTOR I (1)
BUILDING CONSTRUCTION INSPECTOR I (1)
CONSTRUCTION MATERIALS INSPECTOR
ELECTRICIAN INSPECTOR I (1)
ELEVATOR INSPECTOR I (1)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (4) (5)
PLUMBING INSPECTOR I (2) (3)
SPRINKLER CONSTRUCTION INSPECTOR I (1)

- (1) Recruitment may be up to \$2,256.58, with the approval of DER.
- (2) Recruitment shall be up to \$2,228.36 with the approval of DER. Effective on the appointment date of a new employee on or after pay period 1, 2006, any current employees appointed prior to that time who are in a lower rate than the newly appointed employee shall advance to the same rate as the newly appointed employee.
- (3) Recruitment is at \$2,100.45.
- (4) Employees in these job classifications who complete at least one year of service at the \$2,324.30 and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows:
 - (a) Increment One: \$2,347.54 provided the employee attains and maintains one of the above certifications;
 - (b) Increment Two: \$2,370.79 provided the employee attains and maintains two of the above certifications;
 - (c) Increment Three: \$2,394.03 provided the employee attains and maintains all three of the above certifications.
- (5) Employees in these job classifications who are not at \$2,324.30 and who attain and maintain all three of the certifications specified in footnote (4) shall advance one additional increment. After such employees advance to \$2,324.30, such employees shall advance as outlined in footnote (4).

PAY RANGE 3P

Official Rate Biweekly

Hourly:	22.90	32.29
Biweekly:	1,831.64	2,583.28
Annual:	47,622.64	67,165.28

PLUMBING INSPECTOR II (1) (2)
SENIOR WATER TREATMENT PLANT OPERATOR

- (1) (a) The rate of \$2,508.04 is reserved for those employees who have obtained an associate's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the Automatic Fire System Sprinkler Tester certification.

(b) The rate of \$2,583.28 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the following four certifications/licenses:
- (2) Recruitment is at \$2,295.24

PAY RANGE 3Q

Official Rate Biweekly

Hourly:	24.81	31.91
Biweekly:	1,984.42	2,553.02
Annual:	51,594.92	66,378.52

BOILER INSPECTOR II (1) (2) (3) (5)
BUILDING CONSTRUCTION INSPECTOR II (1) (2) (3) (5)
DRAFTING TECHNICIAN V (4)
ELECTRICAL INSPECTOR II (1) (2) (3) (5)
ELEVATOR INSPECTOR II (1) (2) (3) (5)
ENGINEERING DRAFTING TECHNICIAN V (4)
SPRINKLER CONSTRUCTION INSPECTOR II (1) (2) (3) (5)

- (1) Employees assigned by the Commissioner of Building Inspection as a project leader will receive one additional increment while working in that capacity. If the employee is being paid at \$2,539.80, the employee will receive an additional rate 3% biweekly.

(2) Employees who complete at least one year of service at \$2,394.02 shall advance to \$2,465.81 provided they meet one of the following criteria:

- (a) Have obtained an Associate's degree in civil engineering, architecture, construction management, construction technology or field related closely to construction; or
- (b) Hold a Wisconsin license as a Professional Engineer or Professional Architect; or
- (c) Have successfully completed 60 college credits of which a minimum of 39 credits are engineering-related, architectural design-related, or construction management-related and 9 credits are job-related or engineering-related, architectural design-related, or construction management-related; or
- (d) Have 14 years of City service as a Building Construction Inspector and have successfully completed 40 college credits of which a minimum of 26 credits are engineering-related, architectural design-related or construction management-related and 6 credits are job-related or engineering-related, architectural design-related or construction management-related.

For (c) and (d) above, engineering related, architectural design related or construction management related credits al

(3) The rate of \$2,539.80 is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

- (4) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor, or Registered Designer, shall advance annually through the "M" steps in lieu of the college credit requirements stated below.
- (b) Effective January 1, 1995, employees who complete at least one year of service \$2,338.04 shall advance annually in the M-steps on their anniversary date, provided they meet the criteria below. Credits allowed to meet the criteria for M-Steps shall be provided in DER guidelines.

M-Step	Criteria Needed
M-1 (\$2,436.30)	60 credits or 14 years of service and 40 credits.
M-2 (\$2,553.02)	75 credits or 16 years of service and 55 credits.

(5) Recruitment is at \$2,256.58.

PAY RANGE 3R

Official Rate Biweekly

Hourly:	25.14	32.65
Biweekly:	2,010.87	2,611.92
Annual:	52,282.62	67,909.92

ASSESSMENT TECHNICIAN II (1)
ENGINEERING TECHNICIAN V (1)

(1) (a) Employees holding a Wisconsin license as a Professional Engineer, Registered Land Surveyor or Registered Designer shall advance annually through the M-steps in lieu of the college credit requirements stated below.

(b) Employees who complete at least one year of service at \$2,385.19 shall advance annually in the M-steps on their anniversary dates, provided they meet the criteria below. Credits allowed to meet the criteria for M-step advancement shall be as provided for in the DER guidelines.

<u>M-Step</u>	<u>Criteria Needed</u>
M-1 (\$2,489.20)	60 credits or 14 years of service and 40 credits
M-2 (\$2,611.92)	75 credits or 16 years of service and 55 credits

PAY RANGE 3S

Official Rate Biweekly

Hourly:	27.42	37.08
Biweekly:	2,193.63	2,966.68
Annual:	60,537.10	77,133.68

COMMUNICATIONS FACILITIES COORDINATOR (3)
FACILITIES CONTROL SPECIALIST (1) (2)

- (1) Position shall be studied upon vacancy by David Vega.
- (2) Recruitment may be up to \$2,734.97 with the approval of DER.
- (3) Recruitment is at \$2,488.35

Sectoin 4: PROTECTIVE SERVICES

4A-PAY RANGE 850

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

1,144.76	1,526.35	1,587.51
1,759.36	1,931.66	2121.65
2331.18	2540.31	

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

- (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 January 1, 2006, the first \$1,000 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) Upon graduation from the Academy an employee shall move to \$1,526.35.
- (3) Effective Pay Period 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$1,156.21, \$1,541.61, \$1,603.39, \$1,776.95, \$1,950.98, \$2,142.87, \$2,354.49 and \$2,565.71.

4B-PAY RANGE 801

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

1,417.01	1,889.35	2,068.94
2,301.30	2,390.44	2,527.66

POLICE OFFICER (1)(2)(3)(4)(5)

- (1) Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
- (2) Upon graduation from the Fire and Police Academy an Employee shall move to \$1,889.35.
- (3) Effective Pay Period 1, 2012, and employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 1,905.03, 2,084.61, 2,316.98, 2,406.12, 2,543.34.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 1,924.63, 2,104.22, 2,336.58, 2,425.72, 2,562.94.

- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 1,932.47, 2,112.05, 2,344.42, 2,433.56, 2,570.78.

4C-PAY RANGE 804

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

2,456.97 2,533.90 2,614.12

COURT LIAISON OFFICER
FORENSIC INVESTIGATOR
POLICE ALARM OPERATOR (1)(2)(3)(4)

- (1) Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,472.65, 2,549.57, 2,629.80.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,492.25, 2,569.18, 2,649.40.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,500.09, 2,577.01, 2,657.24.

4D-PAY RANGE 853

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

1,820.82 1,860.74 2,294.92
2,385.63 2,574.53

HEAVY EQUIPMENT OPERATOR (1) (2) (3)

- (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 January 1, 2006, the first \$1,000 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.
- (3) Effective Pay Period 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$1,930.27, \$1,971.78, \$2,423.24, \$2,517.57 and \$2,713.98.

4E-PAY RANGE 856

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

2,449.40 2,543.34 2,641.03
2,742.60 2,848.31

ADMINISTRATIVE FIRE LIEUTENANT (1) (2) (5)
FIRE LIEUTENANT (1) (2) (3) (5)
FIRE PARAMEDIC FIELD LIEUTENANT (1) (2) (3) (4) (5)
PARAMEDIC FIELD LIEUTENANT (1) (2) (3) (4) (5)

PARAMEDIC LIEUTENANT (1) (2) (3) (5)
VEHICLE OPERATIONS INSTRUCTOR (2) (5)

- (1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, Paramedic 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-IIs 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 January 1, 2006, the first \$1,000 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.
- (4) Positions to be reclassified to Fire Lieutenant upon becoming vacant.
- (5) Effective Pay Period 14, 2012 (June 14, 2012) employees shall be paid the following biweekly rates: \$2,473.89, \$2,568.77, \$2,667.44, \$2,770.03 and \$2,876.79.

4F-PAY RANGE 808

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

2,585.37 2,686.20 2,791.14

DETECTIVE (1)(2)(3)
DOCUMENT EXAMINER (1)(2)(3)
FORENSIC VIDEO EXAMINER (1)(2)(3)
LATENT PRINT EXAMINER (1)(2)(3)

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,601.05, 2,701.88, 2,806.82.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,620.65, 2,721.48, 2,826.42.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,628.49, 2,729.32, 2,834.26.

4G-PAY RANGE 831

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

2,348.19 2,436.67 2,578.74
2,624.46 2,723.98 2,857.56

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

- (1) Recruitment to be at fourth step.
- (2) 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 underfilling 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.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,446.25, \$2,537.83, \$2,633.12, \$2,732.19, \$2,835.20 and \$2,942.40.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,466.10, \$2,557.68, \$2,652.97, \$2,752.04, \$2,855.05 and \$2,962.25.

- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,474.04, \$2,565.62, \$2,660.91, \$2,759.98, \$2,862.99 and \$2,970.19.
- (6) Effective Pay Period 1, 2012 (December 25, 2011) employees shall be paid the following biweekly rates: \$2,430.38, \$2,521.95, \$2,617.25, \$2,716.32, \$2,819.32 and \$2,926.52.

4H-PAY RANGE 812

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

2,792.94 2,885.45 2,978.02

CHIEF LATENT PRINT EXAMINER (1)(2)(3)
IDENTIFICATION SYSTEMS SPECIALIST (1)(2)(3)

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,808.62, 2,901.13, 2,993.69.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,828.22, 2,920.73, 3,013.30.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,836.06, 2,928.57, 3,021.13.

4I-PAY RANGE 835

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

2,577.92 2,677.44 2,781.02
2,888.66 3,000.65 3,116.95

POLICE ID SUPERVISOR (1) (2) (3) (4)

- (1) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,645.13, \$2,746.64, \$2,852.29, \$2,962.08, \$3,076.31 and \$3,194.94.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,664.69, \$2,766.20, \$2,871.85, \$2,981.64, \$3,095.87 and \$3,214.50.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,672.51, \$2,774.02, \$2,879.67, \$3,103.70 and \$3,222.32.
- (4) Effective Pay Period 1, 2012 (December 25, 2011) employees shall be paid the following biweekly rates: \$2,629.48, \$2,730.99, \$2,836.64, \$2,946.43, \$3,060.66 and \$3,179.29.

4J-PAY RANGE 857

Official Rate Biweekly

Effective Pay Period 26, 2011 (December 11, 2011)

2,699.04 2,804.75 2,914.64
3,028.89 3,147.60 3,271.21

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

- (1) Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, Administrative Captain-EMS 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 January 1, 2006, the first \$1,000 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 14, 2012 (June 24, 2012) employees shall be paid the following biweekly rates: \$2,726.03, \$2,832.80, \$2,943.79, \$3,059.18, \$3,179.08 and \$3,303.92.

4K-PAY RANGE 813

Official Rate Biweekly

Effective Pay Period 1, 2012 (December 25, 2011)

2,686.20	2,791.14	2,900.23
3,013.65	3,131.50	3,254.20

POLICE AUDIOVISUAL SPECIALIST (1)(2)(3)(4)

- (1) When vacated by the present incumbent, Robert Hempe, the position shall be studied to determine whether it should be civilianized.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 Credits shall be paid the following biweekly rates: 2,701.88, 2,806.82, 2,915.91, 3,029.33, 3,147.18, 3,269.88.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 2,721.48, 2,826.42, 2,935.51, 3,048.93, 3,166.78, 3,289.48.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or Higher shall be paid the following biweekly rates: 2,729.32, 2,834.26, 2,943.35, 3,056.77, 3,174.62, 3,297.32.

4L-PAY RANGE 836

Official Rate-Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

2,677.44	2,781.02	2,888.66
3,000.65	3,116.95	3,238.07

POLICE LIEUTENANT (1) (2) (3) (4) (5) (6)

- (1) Recruitment to be at fourth step.
- (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 January 1, 2006, the first \$1,000 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, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$2,746.64, \$2,852.29, \$2,962.08, \$3,076.31, \$3,194.94, \$3,318.48.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$2,766.20, \$2,871.85, \$2,981.64, \$3,095.87, \$3,214.50, \$3,338.04.
- (5) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$2,774.02, \$2,879.67, \$2,989.47, \$3,103.70, \$3,222.32, \$3,345.87.
- (6) Effective Pay Period 1, 2012, employees shall be paid the following biweekly rates: \$2,730.99, \$2,836.64, \$2,946.43, \$3,060.66, \$3,179.29 and \$3,302.83.

PAY RANGE 4M

Official Rate Biweekly

Hourly:	31.16	43.62
Biweekly:	2,492.49	3,489.54
Annual:	64,804.74	90,728.04

BATTALION CHIEF, FIRE (1) (2)
BATTALION CHIEF ASST EMS COORD (1)

- (1) Recruitment is at \$3,180.13.
- (2) Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical 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.

4N-PAY RANGE 839

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

3,000.65	3,116.95	3,238.07
3,363.98	3,495.00	3,631.18

CAPTAIN OF POLICE (1) (2) (3) (4)

- (1) Recruitment to be at fourth step.
- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$3,076.31, \$3,194.94, \$3,318.48, \$3,446.91, \$3,580.55 and \$3,719.45.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: 3,095.87, 3,214.50, 3,338.04, 3,466.47, 3,600.11, 3,739.01.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$3,103.70, \$3,222.32, \$3,345.87, \$3,474.29, \$3,607.93 and \$3,746.84.

PAY RANGE 40

Official Rate Biweekly

Hourly:	35.40	49.56
Biweekly:	2,831.79	3,964.49
Annual:	73,626.54	103,076.74

DEPUTY CHIEF, FIRE (1) (2)

- (1) Recruitment is at \$3,573.69.
- (2) Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical 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 cease in the event that Milwaukee County eliminates its funding for the 5% premium.

4P-PR 842

Official Rate Biweekly

Effective Pay Period 1, 2011 (December 26, 2010)

3,363.98	3,495.00	3,631.18
3,772.86	3,920.19	4,073.40

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4) (5)
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- (1) Recruitment to be at fourth step.

- (2) Effective Pay Period 1, 2012, an employee who has attained or maintained an Associate's Degree or 64 credits shall be paid the following biweekly rates: \$3,446.91, \$3,580.55, \$3,719.45, \$3,863.96, \$4,014.24 and \$4,170.51.
- (3) Effective Pay Period 1, 2012, an employee who has attained or maintained a Bachelor's Degree shall be paid the following biweekly rates: \$3,466.47, \$3,600.11, \$3,739.01, \$3,883.53, \$4,033.80 and \$4,190.08.
- (4) Effective Pay Period 1, 2012, an employee who has attained or maintained a Master's Degree or higher shall be paid the following biweekly rates: \$3,474.29, \$3,607.93, \$3,746.84, \$3,891.35, \$4,041.63 and \$4,197.90.
- (5) Effective Pay Period 1, 2012, employees shall be paid the following biweekly rates of pay: \$3,431.26, \$3,564.90, \$3,703.80, \$3,848.32, \$3,998.59 and \$4,154.87.

PAY RANGE 4Q

Official Rate Biweekly

Hourly:	40.22	56.31
Biweekly:	3,217.43	4,504.55
Annual:	83,653.18	117,118.30

INSPECTOR OF POLICE (1)

- (1) Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4Q.

PAY RANGE 4R

Official Rate Biweekly

Hourly:	45.69	63.97
Biweekly:	3,655.01	5,117.27
Annual:	95,030.26	133,049.02

ASSISTANT FIRE CHIEF

ASSISTANT CHIEF OF POLICE (1)

- (1) Current and future appointments to be at 3% above the maximum rate of pay of Deputy Inspector at the discretion of the Chief, subject to approval from the Chair of Finance and Personnel and the Employee Relations Director. Under no circumstance will the appointment rate exceed the maximum rate of pay range 4R.

PAY RANGE 4S

Official Rate Biweekly

Hourly:	51.91	72.67
Biweekly:	4,152.82	5,813.81
Annual:	107,973.32	151,159.06

CHIEF OF POLICE (1)

FIRE CHIEF

- (1) Recruitment may be at any rate in the salary grade.

Section 5: PARAPROFESSIONALS

PAY RANGE 5A

Official Rate Biweekly

Hourly:	13.97	16.84
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Biweekly:	1,117.38	1,346.98
Annual:	29,051.88	35,021.48

HEALTH INTERPRETER AIDE
PUBLIC HEALTH AIDE-TUBERCULOSIS CONTROL (1)
PUBLIC HEALTH AIDE (1)

(1) Recruitment at \$1,157.98.

PAY RANGE 5B

Official Rate Biweekly

Hourly:	14.32	17.57
Biweekly:	1,145.43	1,405.29
Annual:	29,781.18	36,537.54

CLINIC ASSISTANT
COMMUNITY EDUCATION ASSISTANT

PAY RANGE 5C

Official Rate Biweekly

Hourly:	15.98	19.08
Biweekly:	1,278.14	1,526.52
Annual:	33,231.64	39,689.52

DIETETIC TECHNICIAN
LEAD EDUCATION ASSISTANT

PAY RANGE 5D

Official Rate Biweekly

Hourly:	17.00	20.13
Biweekly:	1,360.10	1,610.12
Annual:	35,362.60	41,863.12

CLAIMS ASSISTANT REPRESENTATIVE (2)
INTERNET ANALYST (1)
LIBRARIAN INTERN (1)
LIBRARY REFERENCE ASSISTANT
LIBRARY SERVICES ASSISTANT
LIBRARY TECHNOLOGY SPECIALIST
TRADE DEVELOPMENT ASSISTANT (2)
WATER LABORATORY TECHNICIAN

(1) Recruitment is at \$1451.02.

(2) Recruitment is at \$1376.34.

PAY RANGE 5E

Official Rate Biweekly

Hourly:	18.99	21.91
Biweekly:	1,519.51	1,752.98
Annual:	39,507.26	45,577.48

ACCOUNTING ASSISTANT III (1)

NEIGHBORHOOD LIBRARY SERVICES ASSISTANT
OFFICE COORDINATOR (1)
OFFICE COORDINATOR II (3)
PERSONNEL PAYROLL ASSISTANT III (2)
POLICE SERVICES SPECIALIST-INVESTIGATOR (4)
PROGRAM ASSISTANT I
TOW LOT ASSISTANT IV

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,431.59, \$1,466.43, \$1,503.62, \$1,545.82, \$1,604.42.
- (2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of \$1,754.04 biweekly.
- (3) Recruitment is at \$1556.50.
- (4) Recruitment is at \$1461.60.

PAY RANGE 5F

Official Rate Biweekly

Hourly:	19.00	21.32
Biweekly:	1,520.07	1705.43
Annual:	39,521.82	47,064.68

ADMINISTRATIVE ASSISTANT III (2)
BENEFITS SERVICES SPECIALIST I
CLAIMS REPRESENTATIVE
CUSTOMER SERVICES REPRESENTATIVE-LEAD (2)
HEALTH PROJECT ASSISTANT (2)
INTERNET ANALYST - SENIOR
LEAD PROJECT ASSISTANT (2)
LEAD TELLER (2)
LIBRARY TECHNICIAN IV (2)
PROGRAM ASSISTANT II (1) (2)

- (1) One position held by Terri Grote (DCD) shall be paid the following biweekly rates: \$1,757.92 to \$2,461.07.
- (2) Recruitment is at \$1595.97.

PAY RANGE 5G

Official Rate Biweekly

Hourly:	18.51	23.42
Biweekly:	1,561.12	1,873.87
Annual:	40,589.12	48,720.62

ACCOUNTING PROGRAM ASSISTANT III
CITY PAYROLL ASSISTANT-SENIOR
DATA BASE SPECIALIST (1)
IT SUPPORT ASSOCIATE (1)

- (1) Recruitment is at \$1582.71.

PAY RANGE 5H

Official Rate Biweekly

Hourly:	21.11	24.11
Biweekly:	1,688.79	1,928.72
Annual:	43,908.54	50,146.72

BENEFITS SERVICES SPECIALIST II (1)
CERTIFICATION SERVICES SPECIALIST
ELECTION SERVICES COORDINATOR
PAY SERVICES SPECIALIST
SALVAGE & SALES COORDINATOR

- (1) One position held by Vaughn Brooks (DER), shall be paid the following biweekly rates: \$1,452.18 to \$2,032.86.

PAY RANGE 5I

Official Rate Biweekly

Hourly:	21.74	25.64
Biweekly:	1,738.86	2,051.08
Annual:	45,210.36	53,328.08

ADMINISTRATIVE ASSISTANT IV (1) (2)
COUNCIL INFORMATION SPECIALIST (2)
HUMAN RESOURCES ASSISTANT (2)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (2)

- (1) One position held by , Peggy Clements (Police Department) to retain the title of Administrative Assistant IV, until she vacates her current position, at which time the title shall revert to Administrative Assistant III in Pay Range 5F.
- (2) Recruitment is at \$1792.59

PAY RANGE 5J

Official Rate Biweekly

Hourly:	22.09	26.80
Biweekly:	1,766.91	2,143.92
Annual:	45,939.66	55,741.92

ADMINISTRATIVE SERVICES COORDINATOR (1)
PARALEGAL (2)
RESEARCH ASSISTANT

- (1) Recruitment is at \$1851.27
- (2) Positions held by Lisa Ames, Jean Semenuk (City Attorney), and Mary Pickett (Comptroller) shall be paid the following biweekly rates: \$1,547.43 to \$2,166.09.

PAY RANGE 5K

Official Rate Biweekly

Hourly:	22.91	27.82
Biweekly:	1,832.78	2,225.68
Annual:	47,652.28	57,867.68

OPERATIONS ANALYST

Section 6: ADMINISTRATIVE SUPPORT

PAY RANGE 6A

Official Rate Hourly

Hourly:	13.49	14.18
Biweekly:	1,079.20	1,134.40
Annual:	28,059.20	29,494.40

POLICE SERVICES SPECIALIST (1)

- (1) Active employees who have completed one year of service may advance to the next increment.

PAY RANGE 6B

Official Rate Biweekly

Hourly:	10.99	15.18
Biweekly:	879.31	1,214.88
Annual:	22,862.06	31,586.88

FIRE CADET (1)
POLICE AIDE (1)

- (1) Advancement to next higher rate on completion of six months of service.

PAY RANGE 6C

Official Rate Biweekly

Hourly:	11.89	15.43
Biweekly:	951.28	1,234.73
Annual:	24,733.28	32,102.98

COURT SERVICES ASSISTANT I
LIBRARY TECHNICIAN I
OFFICE ASSISTANT I (1)
OFFICE CLERK I
RECORDS TECHNICIAN I

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$929.78, \$1,001.36, \$1,042.54, \$1,061.86, \$1,082.68, \$1,105.24, \$1,127.72, \$1,163.56.

PAY RANGE 6D

Official Rate Biweekly

Hourly:	13.74	16.15
Biweekly:	1,099.51	1,292.32
Annual:	28,587.26	33,600.32

DATA ENTRY OPERATOR I (1)

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,036.19, \$1,053.01, \$1,096.79, \$1,116.06, \$1,137.01, \$1,159.54, \$1,182.11 and \$1,217.86.

PAY RANGE 6E

Official Rate Biweekly

Hourly:	14.32	16.85
Biweekly:	1,145.38	1,347.73

Annual: 29,779.88 35,040.98

COURT SERVICES ASSISTANT II (1)
HEALTH ACCESS ASSISTANT I
HEALTH ACCESS INTERPRETER
HEALTH SERVICES ASSISTANT I
LIBRARY TECHNICIAN II
OFFICE ASSISTANT II (1) (2) (5)
OFFICE CLERK II
POLICE DISTRICT OFFICE ASSISTANT (3)
RECORDS TECHNICIAN II
TRANSCRIPTIONIST II (4)

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,375.82 biweekly.
- (2) One position filled by Ron Wilson to be paid the following biweekly rates: \$1,419.31 to \$1,570.63.
- (3) Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.
- (4) Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49 and \$1,256.79.
- (5) Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,270.12. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

PAY RANGE 6F

Official Rate Biweekly

Hourly:	14.32	18.01
Biweekly:	1,145.43	1,440.92
Annual:	29,781.18	37,463.92

AUDIO MACHINE TECHNICIAN (9)
COMMUNICATIONS ASSISTANT I (1) (2) (10)
COURT SERVICES ASSISTANT III (9)
CUSTOMER SERVICE REPRESENTATIVE I (9)
DATA ENTRY OPERATOR II (1) (3) (10)
DUPLICATING EQUIPMENT OPERATOR I (3)
HEALTH ACCESS ASSISTANT II (9)
HEALTH SERVICES ASSISTANT II (9)
LEGAL OFFICE ASSISTANT I (10)
LIBRARY CIRCULATION ASSISTANT II (10)
LIBRARY TECHNICIAN III (9)
MAIL PROCESSOR (4) (10)
OFFICE ASSISTANT III (3) (5) (9)
POLICE TELECOMMUNICATOR (8) (9)
TOW LOT ASSISTANT I (10)
TRANSCRIPTIONIST III (6) (7) (9)

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,433.49 biweekly. Applies to employees holding positions formerly classified as Buyer Assistant I, Clerk Stenographer II, Key Entry Operator II and Law Stenographer I.
- (2) Employees employed at the Milwaukee Public Library shall be eligible to be paid a special increment of \$1,433.49 after completing one year at the \$1,405.29.

- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,134.13, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75 and \$1,324.32. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,350.92.
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,133.79, \$1,155.29, \$1,204.19, \$1,229.98, \$1,255.67, \$1,282.89, \$1,312.71, 1,357.53.
- (5) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One Increment: \$1,476.13. Two increments: \$1,513.04. Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,227.49, \$1,256.79, \$1,283.25, \$1,313.09 and \$1,357.90. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,391.08 and \$1,425.88.
- (7) Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08 and \$1,425.88.
- (8) Employees required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of (\$.65) per hour for each hour training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (9) Recruitment is at \$1,302.50
- (10) Recruitment is at \$1,203.43

PAY RANGE 6G

Official Rate Biweekly

Hourly:	15.93	18.73
Biweekly:	1,274.72	1,498.56
Annual:	33,142.72	38,962.56

ACCOUNTING ASSISTANT I (1) (2) (3)
ADMINISTRATIVE ASSISTANT I (1) (2) (3)
CLAIMS PROCESSOR I (3)
CLERK STENOGRAPHER III (2) (3) (4)
COMMUNICATIONS ASSISTANT II (3)
COPY CATALOGING TECHNICIAN I (7)
CUSTOMER SERVICE REP II (3)
DUPLICATING EQUIPMENT OPERATOR II (3)
INVENTORY ASSISTANT I
INVENTORY CONTROL ASSISTANT I (5)
PARKING CHECKER (6)
PERSONNEL PAYROLL ASSISTANT I (2) (3)
PROGRAMMER TRAINEE (3)
TELLER-WATER II (3)
TOW LOT ASSISTANT II (3)

- (1) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44 and \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.
- (2) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,533.65. Two increments: \$1,570.63 (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk I, Buyer Assistant II, Clerk Stenographer III, Key Entry Operator III, and Law Stenographer II.
- (3) Recruitment is at \$1,360.10.
- (4) The following incumbent to retain the title of Clerk Stenographer III until he vacates his current position, at which time the title shall revert to Office Assistant III in Pay Range **XXX**: Matthew Kleman (DCD).

- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,201.30, \$1,281.75, \$1,310.97, \$1,337.55, \$1,380.78.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following biweekly rates effective Pay Period 1, 2006: 1,138.16, \$1,246.35, \$1,274.78, \$1,303.18, \$1,335.38 and \$1,378.10.
- (7) Recruitment is at \$1,332.80.

PAY RANGE 6H

Official Rate Biweekly

Hourly:	17.39	19.17
Biweekly:	1,391.15	1,533.65
Annual:	36,169.90	40,836.38

ACCOUNT CLERK II (1) (6)
ACCOUNTING ASSISTANT II (1) (2) (6)
ACCOUNTING PROGRAM ASSISTANT I
ADMINISTRATIVE ASSISTANT II (2) (6)
ARCHIVES TECHNICIAN (6)
COMMUNICATIONS ASSISTANT III (6)
COPY CATALOGING TECHNICIAN II (6)
COURT SERVICES ASSISTANT IV (6)
CUSTOMER SERVICE REPRESENTATIVE III (6)
INVENTORY ASSISTANT II (3)
INVENTORY CONTROL ASSISTANT II (4)
INVENTORY CONTROL ASSISTANT III (5) (6)
LEAD POLICE TELECOMMUNICATOR
LIBRARY CIRCULATION ASSISTANT III (6)
OFFICE ASSISTANT IV (1) (2) (6) (7)
PERSONNEL PAYROLL ASSISTANT II (1) (6)
TELLER (6)
TOW LOT ASSISTANT III (6)

- (1) Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12; Two increments: \$1,654.93; Three increments: \$1,702.96 (Pay Period 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk II, Clerk IV, Clerk Stenographer IV, Law Stenographer III, Lead License Clerk, and Research and Statistical Clerk.
- (2) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.
- (3) Recruitment is at \$1,405.29
- (4) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,310.66, \$1,337.19, \$1,367.07, \$1,398.53, \$1,444.91.
- (5) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14.
- (6) Recruitment is at \$1,419.31.
- (7) One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps effective Pay Period 1, 2006, consisting of \$1,513.79 and \$1,548.62 biweekly.

PAY RANGE 6I

Official Rate Biweekly

Hourly:	17.32	20.32
Biweekly:	1,385.71	1,625.85

Annual: 36,028.46 42,272.10

EQUIPMENT PARTS ASSISTANT
FIELD HEADQUARTERS COORDINATOR
INVENTORY ASSISTANT III
INVENTORY CLERK
LEAD PARKING CHECKER (2)
LEGAL OFFICE ASSISTANT II (1)

- (1) Recruitment may be up \$1449.28 with the approval of DER.
- (2) An employee given an emergency appointment to this title to be paid these rates: \$1,296.70, \$1,340.27, \$1,385.38, \$1,432.12, \$1,493.84.

PAY RANGE 6J

Official Rate Biweekly

Hourly:	16.34	20.89
Biweekly:	1,307.46	1,671.26
Annual:	33,993.96	43,452.76

CLERK DISPATCHER II (1)
COMMUNICATIONS ASSISTANT IV (1) (3)
COUNCIL FILE SPECIALIST (1)
FIRE STORES CLERK
INFRASTRUCTURES STORES CLERK IV (2)
INVENTORY ASSISTANT IV (2)
INVENTORY CONTROL ASSISTANT IV (2)
LEAD EQUIPMENT PARTS ASSISTANT (2)
LICENSE SPECIALIST (1)

- (1) Recruitment is at \$1,486.14.
- (2) Recruitment is at \$1,484.43
- (3) Employees given and emergency appointment to this title to be paid at these rates: \$1,486.14, \$1,523.30, \$1,562.41, \$1,604.27 and \$1,651.67.

PAY RANGE 6K

Official Rate Biweekly

Hourly:	18.12	21.29
Biweekly:	1,449.28	1,702.96
Annual:	37,681.28	44,276.96

ACCOUNTING PROGRAM ASSISTANT II (1)
ADMINISTRATIVE SERVICES ASSISTANT (1)
CITY PAYROLL ASSISTANT (1)
CLAIMS PROCESSOR II (1)
COMMUNICATIONS ASSISTANT V (1) (2)
DOCKETING SPECIALIST
LEGAL OFFICE ASSISTANT III
MICROCOMPUTER SERVICES ASSISTANT (1)

- (1) Recruitment is at \$1,519.51
- (2) Employees given and emergency appointment to this title to be paid at these rates: \$1,486.14, \$1,523.30, \$1,562.41, \$1,604.27 and \$1,651.67.

PAY RANGE 6L

Official Rate Biweekly

Hourly:	19.46	21.91
Biweekly:	1,566.50	1,752.98
Annual:	40,469.00	45,577.48

INVENTORY ASSISTANT V
METER READER-COMMERCIAL
WATER REVENUE COLLECTOR

PAY RANGE 6M

Official Rate Biweekly

Hourly:	19.51	23.42
Biweekly:	1,561.12	1,873.87
Annual:	40,589.12	48,720.62

LEGAL OFFICE ASSISTANT IV

PAY RANGE 6N

Official Rate Biweekly

Hourly:	18.12	24.17
Biweekly:	1,449.26	1,933.94
Annual:	37,680.76	50,282.44

CODE INFORMATION SPECIALIST (4)
FIRE EQUIPMENT DISPATCHER (1)
MUNICIPAL COURT CLERK I (4)
POLICE DISPATCHER (ALEASP) (2) (3)
TAX ENFORCEMENT SPECIALIST (4)

- (1) An employee who receives a temporary assignment to Fire Dispatch Supervisor for at least four (4) hours of a full work shift shall receive an additional eleven (\$11.00) dollars per work shift. Any payment shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.
- (2) Employee required to provide on-the-job training at a console shall receive Communications Training Pay (CTP) of \$.65 per hour for each hour during which such training is provided. CTP shall not have any sum deducted for pension benefits and shall not be included in base salary for determining pension benefits or any other fringe benefits.
- (3) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,365.03, \$1,399.28, \$1,461.34, \$1,527.11, \$1,595.84, \$1,685.84, \$1,753.88 and \$1,821.54.
- (4) Recruitment is at \$1,688.79.

PAY RANGE 6O

Official Rate Biweekly

Hourly:	23.14	26.42
Biweekly:	1,851.27	2,113.78
Annual:	48,133.02	54,958.28

MUNICIPAL COURT CLERK II

Section 7: SKILLED CRAFT

PAY RANGE 7A

Official Rate Biweekly

Hourly:	15.66	18.33
Biweekly:	1,253.15	1,466.46
Annual:	32,581.90	38,127.96

URBAN FORESTRY SPECIALIST TRAINEE (1)

- (1) Recruitment is authorized up to \$1,365.89 with the approval of DER.

PAY RANGE 7B

Official Rate Biweekly

Hourly:	16.59	20.09
Biweekly:	1,327.22	1,607.36
Annual:	34,507.72	41,791.36

BUILDING MAINTENANCE MECHANIC I (2) (3) (4) (8)

EQUIPMENT MECHANIC I (8)

FIRE MECHANIC HELPER (6) (7)

NURSERY SPECIALIST (1) (5)

- (1) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,607.36, will be advanced to \$1,637.53.
- (2) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.
- (3) Positions in the Police Department receive an additional \$6.90 biweekly plus one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Recruitment is at \$1,455.13.
- (6) The highest increment attainable for an employee hired after January 1, 1988, shall be \$1,538.05.
- (7) An employee assigned to Fire Stores Clerk responsibilities (or equivalent title) for a shift shall receive an additional sixty (\$0.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payment be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (8) Recruitment is at \$1,438.82.

PAY RANGE 7C

Official Rate Biweekly

Hourly:	18.83	21.29
Biweekly:	1,506.72	1,702.96
Annual:	39,174.72	44,276.96

BOOKBINDER (6)

BUILDING MAINTENANCE MECHANIC II (1) (2) (3) (7)

EQUIPMENT MECHANIC II (5)

EQUIPMENT MECHANIC III (4) (7)

HEATING & VENTILATING MECHANIC I (3) (7)

- (1) Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City wide.

- (2) Positions in the Police Department receive an additional \$6.90 biweekly plus an additional one dollar (\$1.00) per hour premium when assigned to supervisory duties for a full shift.
- (3) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (4) An employee in the DPW-Operations Division Forestry Section who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,695.95 will advance to \$1,727.88.
- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.
- (6) Recruitment is at \$1,519.51
- (7) Recruitment is at \$1,524.69.

PAY RANGE 7D

Official Rate Biweekly

Hourly:	17.50	21.84
Biweekly:	1,399.95	1,747.10
Annual:	36,398.70	45,424.60

FACILITY MECHANIC (1) (2) (9)
FIRE EQUIPMENT REPAIRER I (3) (8)
HEATING & VENTILATING MECHANIC II (4) (5) (6) (7) (10)
WATER METER TECHNICIAN (11)

- (1) Employees assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.
- (2) Employees assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training and maintains proficiency shall advance one increment or if at \$1,707.96 shall advance to \$1,756.67.
- (3) An employee may be eligible to attain \$1,723.85 after completing one year of service at 1,658.46 and after meeting established requirements. These requirements shall be established by the Fire Department.
- (4) The premium rate received by employees when assigned to supervisory duties for a full shift in the Police Department shall be one dollar (\$1.00) per hour.
- (5) Police Department employees working in the design and installation of air handling systems will receive an additional increment of \$1,793.22.
- (6) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (7) An employee shall be recruited at \$1,545.19 provided the employee has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance. Any current Heating and Ventilating Mechanics II paid at a lower rate who posses one of the above listed Associate degrees shall advance to \$1,545.19.
- (8) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipmetn Machinist for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payment shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (9) Recruitment is at \$1,527.84
- (10) Recruitment is at \$1,564.48
- (11) Recruitment is at \$1,471.46

PAY RANGE 7E

Official Rate Biweekly

Hourly:	19.06	22.08
Biweekly:	1,524.73	1,766.23
Annual:	39,642.98	45,921.98

EQUIPMENT MECHANIC IV (7)

FLEET EQUIPMENT SERVICE WRITER
LEAD HOUSING MAINTENANCE MECHANIC (6)
URBAN FORESTRY SPECIALIST (1) (6)
VEHICLE SERVICES TECHNICIAN (2) (3) (4) (5)
WATER METER SPECIALIST (6)

- (1) Employees who attain and maintain a certification by the International Society of Arboriculture as a Certified Arborist and/or a certification in Professional Grounds Management and/or certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,766.23, the employee will advance \$1,799.47.
- (2) Employees appointed prior to June 1, 1989, with one year of service at \$1,766.23 and employees appointed on or after June 1, 1989, who complete one year of service at \$1,766.23 and have eight (8) current ASE Automotive Certifications shall be paid \$1,799.60.
- (3) Recruitment to be at \$1,659.15 for employees having completed the Automotive Mechanic apprenticeship training program.
- (4) Employees in the DPW Operations Division, who have completed one year of service at \$1,799.60 and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Automobile Certification, shall be paid a biweekly rate of \$1,862.59.
- (5) Employees who have a current Automotive Service Excellence (ASE) Master Automobile certification may be recruited at \$1,619.82. Employees who obtain an ASE Master Automobile certification after their regular appointment to that classification and before they reach \$1,766.23, shall advance to the next increment effective the next pay period following their submission of their ASE Master Automobile certification to the Department.
- (6) Recruitment is at \$1,582.80.
- (7) An employee given an emergency appointment to this title to be paid at these rates: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

PAY RANGE 7F

Official Rate Biweekly

Hourly:	20.11	22.91
Biweekly:	1,608.77	1,833.19
Annual:	41,828.02	47,662.94

AUTOMOTIVE ELECTRICIAN (1) (2)
AUTOMOTIVE MAINTENANCE MECHANIC (1) (10)
FLEET EQUIPMENT INSPECTOR
FLUID POWER SYSTEMS TECHNICIAN (3) (4) (12)
FUEL SYSTEM TECHNICIAN (1)
HEATING & VENTILATING MECHANIC III (12)
LEAD BOOKBINDER
LEAD EQUIPMENT MECHANIC (5) (11)
PRINTER (6)
VEHICLE SERVICE TECHNICIAN - HEAVY (7) (8) (9) (11)

- (1) An employee who completes one year of service at \$1,809.96 and has met certain criteria established by the Department such as ASE subtests, MATC courses, and welder's certification, shall be paid \$1,844.13.
- (2) Employees in the DPW Operation Division, shall be paid \$1,908.67 provided they have completed one year of service at \$1,844.13 and meet the following criteria:
 - (a) Obtain and maintain at all times two Automotive Service Excellence (ASE) certifications of T-6 and A-6 (The National Institute for Automotive Service Excellence (ASE) gives the two ASE certifications); AND
 - (b) Obtain and maintain at all times an Electronic Technology certificate in Basic Electronics from MATC or from another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City.
- (3) An employee who completes one year of service at \$1,833.19 and has met certain criteria established by the Department such as ASE subtests, MATC courses and welder's certifications, shall be paid \$1,831.06.

- (4) Employees in the DPW Operations Division, shall be paid \$1932.98 provided they have completed one year of service at \$1,867.86 and they meet one of the following criteria:
 - (a) Obtain and maintain at all times a certificate in Fluid Power Maintenance from MATC or another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City; OR
 - (b) Have an Associates Degree in Fluid Power Technology, or related field as determined by the department, from an accredited school approved by the City.
- (5) Employees in the DPW Operations Division Forestry Section who attain and maintain a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,809.96 will advance to \$1,844.18.
- (6) Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,515.69, \$1,552.83, \$1,595.07, \$1,641.13, \$1,705.24.
- (7) Employees appointed prior to June 1, 1989, with one year of service at \$1,809.96 and employees appointed on or after June 1, 1989, who complete one year of service at \$1,809.96 and have five (5) current ASE Truck Certifications shall be paid \$1,844.13.
- (8) Employees who have a current ASE Master Medium/Heavy certification may be recruited to the Vehicles Services Technician-Heavy classification at \$1,648.21. Employees who obtain an ASE Master Medium/ Heavy certification after their regular appointment and before they reach \$1,809.96 shall advance to the next higher increment effective the next pay period following their submission of their ASE Master Medium/Heavy certification to Department.
- (9) Employees in the DPW Operations Division, who have completed one year of service at \$1,844.13 and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Medium/Heavy Certification, shall be paid \$1,908.67.
- (10) Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who complete and maintain at all times the State of Wisconsin Structural Welding certificate, including any renewals if required, shall be paid a biweekly rate of \$1,908.67.
- (11) An employee given an emergency appointment to this title to be paid these rates: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.
- (12) Recruitment is at \$1,628.30

7F-PAY RANGE 974

Official Rate Hourly

Hourly:	18.35	19.59
	21.15	22.70

ELECTRICAL WORKER (1) (2) (3)

- (1) Steps one, two and three of this pay range represent, respectively, 59%, 63% and 68% of the outside prevailing hourly rate for Journeyman Wireman.
- (2) Step four of this pay range represents 73% of the outside prevailing hourly wage for Journeyman Wireman. Employees in this classification are only eligible for the fourth (4th) step of the pay range upon recommendation of the Electrical Worker Review Committee and approval of the Division Head in which the Electrical Worker is employed.
- (3) Effective Pay Period 8, 2000, an employee who has completed the training period on the Directional Boring Machine, 40 hp and over, shall be paid a rate consistent with Pay Range 960, when assigned to work as the primary locator or primary operator with the Directional Boring Machine, 40 h.p. and over.

PAY RANGE 7G

Official Rate Biweekly

Hourly:	19.27	23.75
Biweekly:	1,541.85	1,900.24
Annual:	40,088.10	49,406.24

AUTOMOTIVE MECHANIC LEAD WORKER (5) (6)
AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (1) (7)
FIRE EQUIPMENT REPAIRER II (2) (3)
MACHINERY TECHNICIAN (7)
PORT MECHANIC (8)
PRODUCTION DESIGNER II (4)

- (1) An employee who completes one year of service at \$1,900.24 and has two (2) current ASE Body Repair and Painting Certifications shall be paid \$1,936.26.
- (2) Employees occupying this position on August 21, 1988, may attain \$1,807.76 through the process described in Fire Department Guidelines.
- (3) An employee assigned to Fire Building and Equipment Maintenance Specialist duties for a shift shall receive an additional sixty cents (\$.60) per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (4) Recruitment is at \$1,640.77.
- (5) Employees given emergency appointments to this position will be paid at these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.
- (6) Recruitment is at \$1,657.87.
- (7) Recruitment is at \$1,668.00.
- (8) Recruitment is at \$1,896.58.

PAY RANGE 7H

Official Rate Biweekly

Hourly:	19.95	24.41
Biweekly:	1,567.26	1,952.78
Annual:	40,748.76	50,772.28

ELECTRICAL SERVICES WELDER (7)
FIELD SERVICE MECHANIC (1) (5) (6)
FIRE BUILDING & EQUIPMENT MAINTENANCE SPECIALIST
FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN
FIRE EQUIPMENT MACHINIST
FIRE EQUIPMENT MECHANIC (2) (3)
FIRE EQUIPMENT WELDER (2) (3) (4)
METAL FABRICATOR (5)
WATER DEPARTMENT BLACKSMITH (5)

- (1) Employees shall be eligible for \$1,971.51 biweekly if one of the following criteria is met:
 - (a) An employee was appointed to the Field Service Mechanic classification prior to June 1, 1989; OR
 - (b) An employee obtains and maintains at all times Master Automobile Technician ASE certification and has completed one year of service at \$1,932.83; OR
 - (c) An employees obtains and maintains at all times Master Medium/Heavy Truck Technician ASE certification and has completed one year of service at \$1,932.83; OR
 - (d) An employee obtains and maintains at all times ASE certification in four (4) Medium/Heavy Truck areas including Diesel Engines and Brakes and four automobile areas, including Engine Performance and Brakes and has completed one year of service at \$1,932.83.
- (2) Requirement for advancement to \$1,952.78 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain \$1,952.78.
- (3) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents (\$.25) per hour for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, and additional fifty cents (\$.50) per hour for EVT Level II and an additional seventy five cents (\$.75) per hour for EVT Master Level III certifications. EVT payments continue to be payable to employees who have advanced to 1,952.78 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

- (4) An employee assigned to Fire Equipment Repairs Supervisor duties for a shift shall receive an additional sixty (\$.60) cents per hour for that shift. Payments shall not have any sum deducted for pension benefits nor shall such payments be included in any computation of pension benefits, overtime benefits, or any other fringe benefits.
- (5) Recruitment is at \$1,700.58.
- (6) An employee given an emergency appointment to this title to be paid these rates: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,932.83.
- (7) Recruitment is at \$1,713.99.

PAY RANGE 7I

Official Rate Biweekly

Hourly:	22.68	26.43
Biweekly:	1,814.30	2,114.40
Annual:	47,171.80	54,974.40

AUTOMOTIVE MACHINIST (2)
MACHINIST I
URBAN FORESTRY CREW LEADER (1) (3)

- (1) An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one increment. If at \$2,081.41, the employee will advance to \$2,120.77.
- (2) Recruitment is at \$1,824.08.
- (3) An employee given an emergency appointment to this title to be paid at these rates: \$1,814.30, \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41.

7I-PAY RANGE 981

Official Rate Hourly

Hourly:	26.43
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PAINTER (1) (2)

- (1) An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- (2) Employees who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

PAY RANGE 7J

Official Rate Biweekly

Hourly:	22.32	27.14
Biweekly:	1,785.42	2,171.20
Annual:	46,420.92	56,451.20

ELECTRICAL SERVICES BLACKSMITH (2)
ELECTRICAL SERVICES MACHINIST I (2)
MACHINE REPAIRPERSON
WATER PLANT STEAMFITTER/HVAC SPECIALIST (1)

- (1) Recruitment may be authorized up to \$1,994.54 with the approval of DER.
- (2) Recruitment is at \$1,882.47.

7J-PAY RANGE 975

Official Rate Hourly

Hourly: 14.77 17.73
 22.16 26.59

ELECTRICAL MECHANIC APPRENTICE (1) (2)

- (1) An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.
- (2) Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.

7J-PAY RANGE 983

Official Rate Hourly

Hourly: 26.81

PAINTER LEADWORKER, HOUSE (1) (2) (3)

- (1) An employee in the Painter Leadworker, House job classification shall receive an additional thirty cents (\$0.30) per hour when he/she is either assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment or is leading a crew which is actually spraying and cleaning spray equipment.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.
- (3) One position filled by Dennis Hermann to be paid at rates consistent with Pay Range 985.

7J-PAY RANGE 984

Official Rate Hourly

Hourly: 27.14

PAINTER, BRIDGE & IRON

PAY RANGE 7K

Official Rate Hourly

Hourly: 27.56

ASPHALT PLANT OPERATING ENGINEER

7K-PAY RANGE 982

Official Rate Hourly

Hourly: 27.46

CEMENT FINISHER (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7K-PAY RANGE 986

Official Rate Hourly

Hourly: 27.85

CARPENTER (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7K-PAY RANGE 987

Official Rate Hourly

Hourly: 27.32

PAINTER LEADWORKER, BRIDGE & IRON (1)

- (1) Effective Pay Period 7, 2002, the employee in this job classification in the Infrastructure Division with limited additional supervisory duties and responsibilities shall receive \$1.12 per hour more than the highest painter classification he or she supervises.

PAY RANGE 7L

Official Rate Biweekly

Hourly:	23.41	28.45
Biweekly:	1,872.92	2,275.96
Annual:	48,695.92	59,174.96

MACHINIST II (2)

WATER SYSTEM OPERATOR (1)

- (1) Jerome Burr shall be paid \$2,156.31 biweekly and is eligible for general increases until such time he obtains the DNR Distribution Operator certification. Such employees shall advance to the next higher increment in this biweekly range: \$1,872.92 to \$2,275.96.
- (2) Recruitment is at \$1,946.95.

7M-PAY RANGE 978

Official Rate Hourly

Hourly: 29.55

ELECTRICAL MECHANIC (1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

- (1) The above rate represents 95% of the outside prevailing hourly wage for Journeyman Wireman.
- (2) An Electrical Mechanic who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving his/her initial probationary period as an Electrical Mechanic, an hourly rate equal to ninety percent (90%) of the hourly rate of a City Electrical Mechanic.
- (3) An Electrical Mechanic who is assigned for the full day by the Division to act as lead worker or as crew chief supervising the work of four or more crew members shall be paid a premium of one dollar fifty cents (\$1.50) per hour.

- (4) In the Infrastructure Division, an Electrical Mechanic assigned crew chief duties supervising four or more crew members (two or more crew members for pole crews and traffic cable crews) at the beginning of the day shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief. An Electrical Mechanic assigned to relief crew chief duties shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief provided he/she works a minimum of three hours as crew chief.
- (5) An Electrical Mechanic in the Infrastructure Division who is assigned as duty electrician at the Canal Street Shop for weekend and holiday duty shall be paid a premium of one dollar fifty cents (\$1.50).
- (6) An Electrical Mechanic who is regularly assigned to rotating telephone switch maintenance duties shall be paid a premium of one dollar fifty cents (\$1.50) per hour for each hour actually worked.
- (7) An Electrical Mechanic who is assigned duty as "On-Call Mechanic" shall be paid fifteen dollars (\$15) for each weekday (Monday through Friday) and thirty-six dollars (\$36) for each weekend day or holiday provided he/she is required to carry a communication device outside his/her regularly scheduled hours of work on such weekdays, weekend days or holidays and provided he/she is available to respond to calls for service during such days.
- (8) The employee in this title who is designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$1.50 per hour.
- (9) An employee assigned as a Dispatcher to assist management with the daily office administration of communication and traffic activities in the Street Lighting, Traffic or Communications Sections will receive a premium of one dollar and 50 cents (\$1.50) per hour.
- (10) An employee who is Designated Electrician for a DPW Division or other City Department will receive a premium of one dollar and 50 cents (\$1.50) per hour.

7M-PAY RANGE 985

Official Rate Hourly

Hourly: 29.42

PAINTER SUPERVISOR, HOUSE (1) (2)

- (1) An employee in the Painter Supervisor, House job classification shall receive an additional thirty cents (\$0.30) per hour for the entire regular day when a Painter or Painter Leadworker, House receives a thirty cents (\$0.30) per hour task rate for spray painting or cleaning of spray painting equipment.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7M-PAY RANGE 990

Official Rate Hourly

Hourly: 28.98

IRONWORKER (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7M-PAY RANGE 993

Official Rate Hourly

Hourly: 29.35

CARPENTER LEADWORKER (AUXILIARY) (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7N-PAY RANGE 988

Official Rate Hourly

Hourly: 30.13

PAINTER SUPERVISOR, IRONWORK

7O-PAY RANGE 991

Official Rate Hourly

Hourly: 30.84

CARPENTER SUPERVISOR (1) (2)

- (1) Effective Pay Period 16, 1988, an employee in this classification shall be paid at either an hourly rate of 50c more than the hourly rate of the job classification of the highest paid employee he/she had been assigned by the Division to supervise for a full day or the hourly rate of Pay Range 991, whichever is greater.
- (2) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

7O-PAY RANGE 992

Official Rate Hourly

Hourly: 30.88

IRONWORKER SUPERVISOR (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

PAY RANGE 7P

Official Rate Biweekly

Hourly:	24.81	31.91
Biweekly:	1,984.42	2,553.02
Annual:	51,594.92	66,378.52

WATER CONSTRUCTION COORDINATOR

PAY RANGE 7Q

Official Rate Biweekly

Hourly:	33.06
Biweekly:	2,644.80
Annual:	68,764.80

LANDSCAPE & IRRIGATION SPECIALIST (1) (2)

- (1) Position is compensated at 92% of the outside prevailing hourly rate for journeymen plumbers. The hourly rate is \$33.06 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.
- (2) When assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, positions shall be paid at 95% of the outside prevailing hourly rate for journeyman plumbers. The hourly rate is \$34.13 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.

7Q-PAY RANGE 989

Official Rate Hourly

Hourly: 32.85

BRICKLAYER, BUILDINGS (1)
SEWER MASON (1)

- (1) Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Section 8: SERVICE and MAINTENANCE

PAY RANGE 8A

Official Rate Biweekly

Hourly:	14.82	15.17
Biweekly:	1,185.81	1,213.65
Annual:	30,831.06	31,554.90

PORT MAINTENANCE TRAINEE (1)

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991.

PAY RANGE 8B

Official Rate Biweekly

Hourly:	13.65	16.91
Biweekly:	1,092.34	1,352.72
Annual:	28,400.84	35,170.72

CUSTODIAL WORKER I

PAY RANGE 8C

Official Rate Biweekly

Hourly:	14.56	17.98
Biweekly:	1,164.98	1,438.35
Annual:	30,289.48	37,397.10

CITY LABORER (SEASONAL)

PAY RANGE 8D

Official Rate Biweekly

Hourly:	15.88	18.97
Biweekly:	1,270.27	1,517.61
Annual:	33,027.02	39,457.86

CITY LABORER (REGULAR) (8)
CUSTODIAL WORKER II-C L (1) (2) (3) (4) (5) (6) (7)(12)
GARAGE ATTENDANT (9) (8) (10)
PORT MAINTENANCE ASSOCIATE (11)(13)
TOW LOT ATTENDANT (8)

- (1) One position in the Buildings and Grounds Division of the Police Department shall receive \$5.00 biweekly additional, while assigned to the operation of the floor scrubbing machine.
- (2) Employees shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- (3) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of \$1,528.98 .
- (4) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (5) Positions in the Milwaukee Public Library regularly assigned to the Central Library shall receive an additional fifty cents (\$0.50) per hour while assigned to the Automotive Services Unit as a back-up delivery driver to operate the delivery truck.
- (6) Employees in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- (7) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of \$1528.98.
- (8) Recruitment is at \$1,382.26.
- (9) Positions in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- (10) Positions in the Police Department will receive an additional one dollar (\$1.00) per hour for all time worked in excess of eight (8) hours in one 24 hour day plowing snow or salting.
- (11) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 in the "Maintenance Training Requirements " and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional premium of \$0.50 per hour when required to perform these skills.
- (12) Recruitment is at \$1,368.6.
- (13) Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991 .

PAY RANGE 8E

Official Rate Biweekly

Hourly:	17.39	19.49
Biweekly:	1,391.15	1,559.42
Annual:	36,169.90	40,544.92

BOILER-CUSTODIAL WORKER (6)
CART MAINTENANCE TECHNICIAN (4)
CUSTODIAL WORKER III (5) (7)
DELIVERY DRIVER
HYDRANT SERVICE WORKER (7)
LABORATORY ASSISTANT II
LABORER (ELECTRICAL SERVICES) (2) (5) (7)
METER SHOP LABORER (7)
SANITATION WORKER (1) (4)
SEWER LABORER I (5) (7)
SPECIAL SERVICE LABORER (7)

URBAN FORESTRY LABORER (3) (7)
WATER DISTRIBUTION LABORER (5) (7)

- (1) Sanitation Workers who work on crews that utilize rear container loaders shall receive an additional ten cents (\$0.10) per hour.
- (2) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
- (3) An employee who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at the maximum increment, will advance to: \$1,578.47.
- (4) Recruitment is at \$1422.83.
- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,407.01, \$1,435.12, \$1,466.78, \$1,500.17, \$1,549.49.
- (6) Recruitment is at \$1315.13.
- (7) Recruitment is at \$1407.01.

PAY RANGE 8F

Official Rate Biweekly

Hourly:	17.99	20.32
Biweekly:	1,438.82	1,625.85
Annual:	37,409.32	42,272.10

ASPHALT PLANT OPERATOR (11)
AUTOMOTIVE MECHANIC HELPER
BOILER OPERATOR
BRIDGE LABORER I
BRIDGE LABORER II (11)
CEMENT FINISHER HELPER (8) (11)
GARAGE CUSTODIAN (1) (9)
HEAVY EQUIPMENT LUBRICATOR (11)
INFRASTRUCTURE REPAIR WORKER (3) (10)
LABOR CREW LEADER I (7)
MAINTENANCE WORKER
MASON HELPER (11)
PIPE LAYER
SEWER LABORER II (8) (11)
SPECIAL FLEET SERVICES LABORER (2) (8) (11)
TIRE REPAIR WORKER I
TOW LOT CREW LEADER
TRAFFIC SIGN WORKER I (10)
UTILITY CREW WORKER (11)
VEHICLE SERVICES ASSISTANT (4)
WATER DISTRIBUTION REPAIR WORKER I (5)
WATER MAINTENANCE WORKER (6)
WATER PLANT LABORER (6)
WATER PLANT OPERATOR I

- (12) Recruitment is at \$1,471.46.
- (2) This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves Tow Truck duties.
- (3) Employees in this classification shall not advance beyond \$1,502.58 without a Commercial Drivers License. The following employees to be paid at the biweekly rate of \$1,520.13: Mark Smith and Samuel Watkins. These employees will continue to receive general increases.
- (4) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.
- (5) Receives an additional (\$.25) per hour when assigned to the operation of the backhoe endloader in the yard.
- (6) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents (\$0.68) per hour.
- (7) An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one increment. If at \$1,625.85, will advance to \$1,656.40.

- (8) Employees given an emergency appointment to this title will be paid at these rates: \$1,455.13, \$1,486.13, \$1,519.57, \$1,554.98, \$1,607.36.
- (9) An employee given an emergency appointment to this title to be paid these rates: \$1,471.46, \$1,503.13, \$1,536.55, \$1,572.19, \$1,625.85.
- (10) An employee given an emergency appointment to this title to be paid these rates: \$1,438.82, \$1,469.19, \$1,502.58, \$1,537.79, \$1,588.89.
- (11) Recruitment is at \$1455.13.

PAY RANGE 8G

Official Rate Biweekly

Hourly:	18.36	20.82
Biweekly:	1,468.96	1,665.76
Annual:	38,192.96	43,309.76

BRIDGE OPERATOR (1) (4)
METER SHOP UTILITY WORKER (2)
PIPE YARD CREW LEADER (2)
SANITATION CREW LEADER
SEWER CREW LEADER I (3) (2)
SPECIAL LABORER (ELECTRICAL SERVICES) (2) (3)
TIRE REPAIR WORKER II (2)
TRAFFIC SIGN WORKER II (2)
UTILITY WORKER (ELECTRICAL SERVICES) (3) (2)

- (1) Employee assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (2) Recruitment is at \$1,506.72.
- (3) An employee given an emergency appointment to this title to be paid these rates: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.
- (4) Recruitment is at \$1,501.49.

PAY RANGE 8H

Official Rate Biweekly

Hourly:	19.06	21.58
Biweekly:	1,524.69	1,726.14
Annual:	39,641.94	44,879.64

SEWER CREW LEADER II (1)
SEWER EXAMINER I
SEWER FIELD INVESTIGATOR (2) (3)
TRUCK DRIVER (OVER 3.5 TONS)

- (1) An employee given an emergency appointment to this title to be paid these rates: \$1,524.69, \$1,559.85, \$1,597.15, \$1,638.07, \$1,695.95.
- (2) An employee given an emergency appointment to this title to be paid these rates: \$1,542.70, \$1,579.66, \$1,619.12, \$1,663.94, \$1,726.14.
- (3) Recruitment is at \$1,542.70.

PAY RANGE 8I

Official Rate Biweekly

Hourly:	19.06	22.08
Biweekly:	1,524.73	1,766.23
Annual:	39,642.98	45,921.98

BRIDGE OPERATOR LEAD WORKER (2) (3) (4) (6)
INFRASTRUCTURE REPAIR CREW LEADER (4) (7)
LIBRARY DRIVER (8)
NURSERY CREW LEADER (9)
SEWER CREW LEADER III (7)
SNOW DRIVER (10)
WATER DISTRIBUTION REPAIR WORKER II (1) (4) (7)
WATER DISTRIBUTION TAPPING SPECIALIST (7)
WATER DISTRIBUTION UTILITY INVESTIGATOR (5)
WATER METER INVESTIGATOR (11)

- (1) Water Distribution Repair Workers II shall receive a task rate equal to the difference in the hourly maximum salaries of the Water Distribution Repair Worker II and Water Distribution Chief Repair Worker when acting as Water Distribution Chief Repair Worker according to the guidelines outlined in the Milwaukee Water Works "Guidelines for Payment of Task Rate to (Water) Distribution Repair Worker II" dated November 19, 1981. This differential is \$4.18 per hour.
- (2) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of (\$0.50) per hour.
- (3) Employees given an emergency appointment to this position will be paid at these rates: \$1,580.98, \$1,614.69, \$1,650.07, \$1,687.47, \$1,738.34.
- (4) An employee given an emergency appointment to this title to be paid at these rates: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.
- (5) An employee given an emergency appointment to this title to be paid at these rates: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.
- (6) Recruitment is at \$1,580.98.
- (7) Recruitment is at \$1,564.48.
- (8) Recruitment is at \$1,574.70.
- (9) Recruitment is at \$1,582.80.
- (10) Recruitment is at \$1,651.13.
- (11) Recruitment is at \$1,556.50.

PAY RANGE 8J

Official Rate Biweekly

Hourly:	20.11	22.62
Biweekly:	1,608.77	1,809.96
Annual:	41,828.02	47,058.96

PORT MAINTENANCE TECHNICIAN (1) (2) (4)
SEWER EXAMINER II (3)
WATER PLANT OPERATOR III

- (1) Employees will advance to the next increment upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee's "Maintenance Training Requirements" of February 15, 1991.
- (2) In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 of the "Maintenance Training Requirements" and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional \$0.50 per hour when required to perform these skills.
- (3) An employee given an emergency appointment to this title to be paid these rates: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.
- (4) Recruitment is at \$1,622.86.

PAY RANGE 8K

Official Rate Biweekly

Hourly:	14.73	23.36
Biweekly:	1,178.50	1,868.79
Annual:	30,641.00	48,588.54

OPERATIONS DRIVER/WORKER (1) (2) (3)

SEWER REPAIR CREW LEADER (4) (5)

- (1) Employees shall receive an additional \$2.77 per hour while assigned to operate the Reach All or Hydro Crane.
- (2) Employees assigned as the utility person shall receive an additional \$0.50 per hour.
- (3) An employee given an emergency appointment to this title to be paid at these rates: \$1,178.50, \$1,423.11, \$1,454.48, \$1,489.86, \$1,544.48, \$1,597.22, \$1,655.75, \$1,717.29, \$1,780.86, \$1,850.96.
- (4) An employee given an emergency appointment to this title to be paid these rates: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.
- (5) Recruitment is at \$1,657.87.

PAY RANGE 8L

Official Rate Biweekly

Hourly:	21.26	24.62
Biweekly:	1,700.58	1,969.53
Annual:	44,215.08	51,207.78

**LIBRARY DELIVERY SERVICES SPECIALIST
TIRE REPAIR WORKER III**

PAY RANGE 8M

Official Rate Biweekly

Hourly:	18.70	26.18
Biweekly:	1,496.24	2,094.43
Annual:	38,902.24	54,455.18

**BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
DOCUMENT SERVICES SUPERVISOR
WATER DISTRIBUTION CHIEF REPAIR WORKER (1)**

- (1) Recruitment is at \$1,814.30.

PAY RANGE 8N

Official Rate Hourly

Hourly:	26.57
Biweekly:	2,125.60
Annual:	55,265.60

TRACTOR OPERATOR (UNDER 40 HP)

PAY RANGE 8O

Official Rate Hourly

Hourly:	27.24	27.56
Biweekly:	2,179.20	2,204.80
Annual:	56,659.20	57,324.80

**DIRECTIONAL BORING MACHINE OPERATOR/WORKER
(40 H.P. AND OVER) (4)
SNOW OPERATOR-LIGHT
TRACTOR, BULLDOZER, ENDLOADER, OR GRADER
OPERATOR (1) (2) (3) (4)**

- (1) An employee assigned to operate a snowblower mounted on a Grader or a Heavy Loader shall be paid \$27.98 per hour. (Backhoe pay).
- (2) An employee assigned to operate the Log Loader from Pay Period 25 through Pay Period 8 shall be paid the rate of \$28.26 an hour . (snow and ice control operation season).
- (3) An employee assigned to operate the skid steer loader with grinder attachment shall be paid \$26.57 per hour.
- (4) Recruitment is at \$27.56.

PAY RANGE 8P

Official Rate Biweekly

Hourly: 27.98
Biweekly: 2,238.40
 Annual: 58,198.40

CLAMSHELL OPERATOR
CRANE OPERATOR
GRAD ALL OPERATOR (1)
ROLLER OPERATOR (2)

- (1) An employee assigned to operate a Grad All shall be paid an additional thirty-five cents (\$0.35) per hour.
- (2) An employee assigned to operate the Backhoe shall be paid \$28.62 per hour.

PAY RANGE 8Q

Official Rate Hourly

Hourly: 28.52 28.62
 Biweekly: 2,281.60 2,289.60
 Annual: 59,321.60 59,529.60

HARBOR CRANE OPERATOR
SNOW OPERATOR-HEAVY (1)

- (1) Recruitment is at \$28.62.

Section 9: HOURLY, PART-TIME INTERMITTENT

PAY RANGE 9A

Official Rate Daily

Daily: 130.00

ELECTION INSPECTOR (1)

- (1) Election Inspector to receive an additional \$15.00 for each instruction class attended prior to each election.

PAY RANGE 9B

Official Rate Hourly

Hourly: 7.57 8.84
 Biweekly: 605.44 707.33
 Annual: 15,741.44 18,390.58

HIGH SCHOOL INTERN (1)

- (1) Salary advancements to the next increment to be after 520 hours of service upon recommendation by the department.

PAY RANGE 9C

Official Rate Hourly

Hourly:	7.75	9.46
Biweekly:	619.88	756.58
Annual:	16,116.88	19,671.08

LIBRARY CIRCULATION AIDE (1)

- (1) Library Circulation Aides hired on or after February 26, 2006 shall advance to the next increment after 520 hours of successful service upon recommendation by the department. Library Circulation Aides hired prior to February 26, 2006, shall advance to the next increment after four months of successful service upon recommendation by the department.

PAY RANGE 9D

Official Rate Daily

Daily	160.00
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CHIEF INSPECTOR (1)

- (1) Chief Inspector to receive an additional \$40.00 for each instruction class attended prior to each election.

PAY RANGE 9E

Official Rate Hourly

Hourly:	8.98	10.47
Biweekly:	718.36	837.26
Annual:	18,677.36	21,768.76

DOCUMENT SERVICES ASSISTANT (1) (2)

- (1) Salary advancements to next increment to be upon completion of 1,040 hours of work.
(2) Recruitment may be up to \$9.44 with the approval of DER.

PAY RANGE 9F

Official Rate Hourly

Hourly:	12.33
Biweekly:	986.62
Annual:	25652.12

TEMPORARY OFFICE ASSISTANT I (1)

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9G

Official Rate Hourly

Hourly:	12.02	12.68
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Biweekly:	961.22	1,014.72
Annual:	24,991.72	26,382.72

LEGISLATIVE SERVICES AIDE (1)
SCHOOL CROSSING GUARD (2) (3) (4)
SCHOOL CROSSING GUARD DISPATCHER (3) (4)
SCHOOL CROSSING GUARD OPERATOR (2) (4)

- (1) Legislative Services Aides are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (2) Advances to the next increment after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.
- (3) Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for less than 190 days or one full year shall receive \$14.41 per hour. Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive \$15.22 per hour.
- (4) Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.

PAY RANGE 9H

Official Rate Hourly

Hourly:	11.67	13.24
Biweekly:	933.20	1,058.87
Annual:	24,263.20	27,530.62

URBAN FORESTRY INTERN (1)

- (1) Recruitment shall be at the beginning of the range. Employees who have completed one successful season of work in Forestry may advance to the second increment, upon recommendation by the Forestry Section.

PAY RANGE 9I

Official Rate Hourly

Hourly:	10.09	13.24
Biweekly:	807.54	1,058.87
Annual:	20,996.04	27,530.62

COLLEGE INTERN (1) (2) (3)

- (1) Salary advancements to next increment to be after 520 hours of service upon recommendation by the department.
- (2) With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.
- (3) With the approval of the Employee Relations Director, students with junior status may be appointed up to \$11.67 and students with senior status may be appointed up to \$13.24.

PAY RANGE 9J

Official Rate Hourly

Hourly:	11.00	13.52
Biweekly:	879.70	1,081.79
Annual:	22,872.20	28,126.54

PRODUCTION ASSISTANT (1)

- (1) Salary advancements to the next increment to be upon completion of 1,040 hours of work.

PAY RANGE 9K

Official Rate Hourly

Hourly:	14.32
Biweekly:	1,145.38
Annual:	29,779.88

TEMPORARY OFFICE ASSISTANT II (1)

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9L

Official Rate Hourly

Hourly:	14.73
Biweekly:	1,178.38
Annual:	30,637.88

TEMPORARY ELECTION LABORER

PAY RANGE 9M

Official Rate Hourly

Hourly:	12.24	15.18
Biweekly:	979.20	1,214.40
Annual:	25,459.20	31,574.40

POLICE TELECOMMUNICATOR (SEASONAL) (1)

- (1) Employees to be advanced to the next increment after 520 hours of successful job experience.

PAY RANGE 9N

Official Rate Hourly

Hourly:	12.83	15.25
Biweekly:	1,026.59	1,220.20
Annual:	26,691.34	31,725.20

ENGINEERING INSPECTION ASSISTANT (1)

TRAFFIC CONTROL ASSISTANT (1)

- (1) Freshmen are to be appointed at \$12.83. Sophomores, juniors, and seniors may be appointed up to \$15.25.

PAY RANGE 9O

Official Rate Hourly

Hourly:	16.28
Biweekly:	1,302.50
Annual:	33,865.00

TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I
TEMPORARY OFFICE ASSISTANT III (1)

- (1) Temporary employees in the Office of the Election Commission who were employed in this capacity prior to July 1, 1982, shall retain their salary and benefit status.

PAY RANGE 9P

Official Rate Hourly

Hourly:	13.93	17.52
Biweekly:	1,114.06	1,401.92
Annual:	28,965.56	36,449.92

ACCOUNTING INTERN (1)
ENGINEERING INTERN (2)
GRADUATE INTERN (3) (4)

- (1) Juniors may be appointed up to \$15.42. Students with senior status may be appointed up to \$17.52.
- (2) Juniors to be paid \$12.08 and seniors to be paid \$13.05.
- (3) Graduate Interns are eligible to advance to the next increment after completion of 520 hours of service upon recommendation by the Department.
- (4) Graduate Interns attending law school may be hired up to \$15.42.

PAY RANGE 9Q

Official Rate Hourly

Hourly:	46.95
Biweekly:	3,755.72
Annual:	97,648.72

MUNICIPAL COURT COMMISSIONER

PAY RANGE 9R

Official Rate Biweekly

Biweekly:	575.37
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PHYSICIAN, FIRE

Section 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

Biweekly:	115.38	253.85
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CITY SERVICE COMMISSIONER (2)
FIRE AND POLICE COMMISSIONER (4)
MEMBER, BOARD OF REVIEW (3)
MEMBER, BOARD OF ZONING APPEALS (2)
MEMBER, CITY PLAN COMMISSION (1)
MEMBER, ERS ANNUITY & PENSION BOARD (1)
MEMBER, STANDARDS & APPEALS COMMISSION (1)

- (1) Compensation is at \$115.38.
- (2) Compensation is at \$161.54.
- (3) Compensation is at \$244.23.
- (4) Compensation is at \$253.85.

Pay Range BC2

Official Rate Biweekly

Hourly: 24.83
Biweekly: 1,986.39
 Annual: 51,646.14

ADMINISTRATIVE OFFICER, BOZA (1)

- (1) To receive the same percentage increases as approved for officials and administrators.

Section 11: ELECTED OFFICIALS

PAY RANGE EO

Official Rate Biweekly

Rates for
 2012-2016
 Term Rates for
 2012

MAYOR (1) (2)	\$5,666.76	
CITY ATTORNEY (3) (4)	\$5,666.75	
CITY TREASURER (5) (6)	\$4,386.14	
COMPTROLLER (7) (8)	\$4,831.04	
MUNICIPAL JUDGE (9) (10)		\$5,117.27
ALDERMAN (11) (12)	\$2,816.24	

- (1) At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor's salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2011, the Mayor's salary will remain at the 2008 rate of pay (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (2) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be \$5,666.76 biweekly \$147,335.76 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.
- (3) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Attorney will be paid in the range of: \$4,426.35 to \$6,196.67 biweekly, \$115,085.10 to \$161,113.42 annually except that in no case shall the salary of any City official exceed that of the Mayor.
- (4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Attorney shall be \$5,666.75 biweekly, \$147,335.50 annually. (Per File #110993).
- (5) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the City Treasurer will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (6) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be \$4,386.14 biweekly, \$114,040 annually. (Per File #110993)
- (7) For the 2008-2011 term of office, commencing Pay Period 10, 2008, the Comptroller will be paid in the range of: \$3,895.91 to \$5,454.42 biweekly, \$101,293.66 to \$141,814.92 annually.
- (8) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be \$4,831.04 biweekly, \$125,607 annually. (Per File #110993)
- (9) The salary for Municipal Judges shall be \$5,117.27 biweekly, \$133,049.02 annual. Controlling Wis. Stat. 755.05.
- (10) For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution 3951153.

- (11) At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for Aldermen will remain at the 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for the Common Council President the salary will remain at the

- (12) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary for members of the Common Council (Aldermen) shall be \$2,816.24 biweekly, \$73,222.24 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat.66.0507.

For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Common Council President will increase be \$3,182.66 biweekly, \$82,749.16 annually. (Per File #110108) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat.66.0507.

Part II. Administration

Sec. 1. Organization:

The rates of pay for offices and positions in the City of Milwaukee are organized by sections as presented below.

I. Officials and Administrators: Positions in which employees set broad policies, exercise overall

responsibility for execution of policies, or direct work units and personnel in their respective areas.

Examples of classifications included are department directors and deputies (except sworn), division managers and administrators, and technical and service supervisors.

II. Professionals: Positions which require specialized and theoretical knowledge which is usually

acquired through college training or through work experience and other training which provides

comparable knowledge. Examples of classifications include engineering and technical professionals, accounting, budgeting and finance professionals, research and procurement professionals, attorneys, scientists and health professionals, enforcement/property professionals, personnel, community service, and community relations professionals, librarians, and nurses.

III. Technicians: Positions which require a combination of basic scientific or technical knowledge and

manual skill which can be obtained through specialized post-secondary school education or

through equivalent on-the-job-training. Examples of classifications include information management technicians, engineering and drafting technicians, and field health technicians.

IV. Protective Service Workers: Occupations in which workers are entrusted with public safety,

security and protection including all sworn positions in the Fire and Police departments.

V. Paraprofessionals: Positions in which workers perform some of the duties of a professional or

technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Examples of classifications include purchasing assistants, library services assistants, clinic assistants, human resources assistants, program assistants, and accounting assistants.

VI. Administrative Support: Positions in which workers are responsible for internal and external communication, recording, retrieving data and/or information in support of a function or program. Examples of classifications include office assistants, communications assistants, and customer service representatives.

VII. Skilled Craft Workers: Positions in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through an apprenticeship or other formal training program. Examples of classifications include mechanics and repairers, construction trades, electricians, water meter technicians, and skilled machining occupations.

VIII. Service and Maintenance: Positions in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Examples of classifications include truck drivers, traffic sign workers, garage attendants, custodial personnel, laboratory assistants, and delivery drivers.

IX. Hourly, Part-time, Intermittent positions.

X. Boards and Commissions

XI. Elected Officials

Sec. 2. **Rates of Pay**

a. Official Rates: Hourly, biweekly, and annual rates of pay are listed in all sections of this ordinance. The official rates of pay are noted accordingly by the salary range. Hourly and annual rates of pay listed in any section of this ordinance are for informational purposes only. Payrolls for positions with an official hourly rate shall be based upon the number of hours or days employees are actually employed.

b. Intent: This ordinance is intended to provide the policies and procedures for administering all Sections within the Salary Ordinance. It is intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of the Salary Ordinance. The Department of Employee Relations is authorized to develop procedures and guidelines necessary to carry out the intent of this ordinance. The provisions of this ordinance are not intended and shall not be construed to be in conflict

with state statutes regarding collective bargaining or any provisions of collective bargaining agreements in full force and effect. The 2012 Salary Ordinance includes a complete re-structuring of sections and pay ranges. All positions are assigned to a new Section and new pay ranges. In implementing the Salary Ordinance, employees will be placed in new sections and pay ranges at their current rates of pay. No employee's current pay rate will be increased or decreased by placement into a new pay range. Placement into a new pay range is not considered a transfer, promotion, reclassification or reallocation.

c.Equal Opportunity: Principles of merit and equity shall prevail in all aspects of the administration of this Ordinance. As specified in ch. 109 of the Milwaukee Code of Ordinances, it is unlawful to discriminate because of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, past or present membership in the military service, familial status, or an individual's affiliation with, or perceived affiliation with any of these categories in regard to job posting, hiring, training, tenure, promotion, compensation, or enforcement of any rule or employment policy and other terms and conditions of employment.

d.Correction of Obvious Errors, Omissions or Inequities: In the event that a transaction made pursuant to this ordinance results in an obvious misapplication of its intent, the Director of Employee Relations, with the approval of the Finance and Personnel Committee Chair, is authorized to make equity adjustments or corrections.

e.Budgeted Amount for a Position Versus Salary Ordinance: In case of a variation between the amount of money set up in the budget for a particular position and the amount an incumbent of a position would normally receive under the terms of this ordinance, the employee shall be paid according to the terms of this ordinance.

Sec. 3. Salary at Time of Appointment

Appointment to City positions shall be at the minimum rate in the range except as otherwise provided. Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period.

a.Recruitment above the minimum: Except as provided elsewhere, to recruit qualified persons, appointment of a person to a position may be at a rate above the minimum rate within the established pay range provided it is determined by the Common Council that such rate is necessary and provided there is a footnote authorizing it. Otherwise a recruitment study request must be made to the Department of Employee Relations to determine the appropriate pay range and recruitment rate necessary to recruit qualified candidates.

b.Recruitment for Officials and Administrators (Section I) and Professionals (Section II): In the event it becomes necessary to recruit at a rate above the minimum for positions classified as Officials and

Administrators and Professionals, recruitment may be authorized at a rate up to 60% of the salary grade with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. A listing of appointments made pursuant to this provision shall be communicated to the Committee on Finance and Personnel.

c.Hourly Employees Job Change: Whenever an employee in a position compensated on an hourly basis is appointed, transferred, or reinstated to a position with a salary that is determined under this Ordinance, the amount of earnings in the twelve month period immediately preceding such appointment, transfer, or reinstatement shall be calculated. The rate of pay in the new position shall represent the equivalent biweekly rate calculated under this provision.

d.Part-time service: Service of a part-time nature shall carry pro rata compensation. Such part-time service shall be treated as proportionately fractional for determining the number of incumbents allowed in any position. Where employment in any position is on a part-time basis the calculation of the prorated compensation shall be made by the Comptroller.

Sec. 4. Salary Advancement and Salary Anniversary Dates

Salary Advancement above the rate of initial appointment shall be as authorized in this Ordinance.

Effective Pay Period 1, 2012, through Pay Period 26, 2012, there shall be no salary advancement for employees, unless otherwise provided in a collective bargaining agreement in full force and effect. Salary advancement practices frozen in 2012 include all special attainment steps footnoted within each pay range.

a.Timing of Salary Advancement for Employees: When salary advancements are authorized by Common Council action, such advancements shall follow the completion of 26 biweekly pay periods and not the precise anniversary date in order to eliminate two rates of pay for the same officer or employee in any period and to reduce and simplify payroll preparation and the auditing thereof. For the purpose of determining the proper time for the initiation of salary advancements, appointments during a pay period shall be considered as having been made at the beginning of such period. Absence or absences from work without pay, for any cause, except mandatory furloughs, for 10 or more work days in the aggregate shall defer salary advancement for one additional pay period for each such 10 days' absence. In determining the completion of each year of service, mandatory furlough time shall be regarded as being regularly at work and shall not be counted against salary advancement.

b.Return from Authorized Layoff or Leave: It is hereby declared to be the intention of the Common Council not to reduce the pay rate or range of any officer or employee or of any officer or employee returning to City service from a duly authorized layoff or leave of absence including military leave, sick leave, Family Medical Leave or further education or vocational training, unless subject to the terms of a mandatory furlough.

c.Hourly Employees: Payrolls for positions with an official hourly rate listed in Section IX shall be based upon the number of hours or days employees are actually employed. Salary advancement above the rate at initial appointment, when approved by Council action, shall be made as authorized in this Ordinance upon the completion of each year of service, unless otherwise indicated in a footnote within the specific pay range at that particular rate, until the maximum rate is received except, effective Pay Period 1, 2012 through Pay Period 26, 2012, there shall be no salary advancement.

Sec. 5. Salary Adjustments

a. Promotions, Reclassifications, and Reallocations: Appointment of a person in the service of the City to a reclassified position (title change and pay range change) or promotion to a position with a higher pay range maximum, shall be at 5% above the rate received prior to the promotion or the minimum of the new pay range (or the footnoted recruitment rate), whichever is greater. The rate of pay after a promotion from an under-fill that is part of an official promotional program as determined by DER will be at the footnoted rate.

A promotion into a classification designated as Leadership (limited to Department Heads and Deputies, Public Officials appointed pursuant to section 62.51 of the Wisconsin State Statutes, and Department of Public Works Division Directors) shall be at 7% above the rate currently received or the minimum of the new salary range, whichever is greater. At no time shall the rate after appointment or promotion exceed the maximum of the range. The Department of Employee Relations must review and authorize the salary rates prior to any promotion. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered.

b. Salary Anniversary Date upon Promotion, Reclassification, or Reallocation: All employees will receive a new salary anniversary date when promoted, reclassified, or reallocated to higher-level, except that adjustments are made for time off the payroll or deferred salary increments. Mandatory furlough time shall be regarded as being regularly at work and will not adversely affect the employee's salary anniversary date.

c. Retention and Pay Equity Adjustments: In order to establish flexibility to address retention and internal equity problems, the Department of Employee Relations in consultation with the Budget and Management Division is authorized to recommend retention and pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section I), Professionals (Section II), and non-represented sworn positions under Protective Service Workers, Section IV. Such adjustments shall be approved by the Chair of the Finance and Personnel Committee.

1.Retention Adjustments: Salary adjustments limited to no more than 10% of the employee's

current salary when an eligible non-probationary employee has a verifiable job offer from another employer (not an agency of the City) that will result in separation and significant loss to the department. Such adjustment shall not exceed the maximum of the pay range. The decision to request and grant the retention adjustment should take into consideration total compensation received and offered, not just base salary. Retention adjustments shall not create pay compression problems within the work unit or be used as a justification for a request for an equity adjustment. When approved, such adjustments must be funded via the wage supplement fund, subject to availability.

2. Internal Equity Adjustments: Salary adjustments limited to no more than 10% of the employee's

current salary when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate approved for a new employee with less experience in the same classification or performing similar work. The adjustment shall not exceed the rate of pay of the new employee, must be approved prospectively, and must not exceed the maximum of the range. The adjustment shall not create pay compression problems within the work unit and must be funded via departmental budgets.

d. Professional Development Awards: Employees holding positions classified as Officials and Administrators (Section I), Professional (Section II), and non-represented sworn position under Section IV, Protective Service Workers, who attain a professional degree, designation or certification that is not a minimum requirement of the job but that is related to the mission, goals, and objectives of the department may be awarded a non-pensionable, non-base building, lump sum award of \$700 as requested by the appointing authority and approved by the Department of Employee Relations. This provision does not apply to employees receiving additional compensation for a degree, a professional designation or certification otherwise authorized under Part I of this Ordinance or comparable provision under Chapter 350 of the Milwaukee Code of Ordinances.

e. Transfers: City Departments may request a 3% salary adjustment for employees voluntarily transferring to positions allocated to Section I, Officials and Administrators or Section II, Professionals, subject to approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. Transfers under this section are defined as the appointment to a position within the Official and Administrators or Professionals Sections within the same salary grade. Employees receiving a 3% salary adjustment under this provision shall receive a new salary anniversary date. The salary of an employee who voluntarily transfers back to the position originally held, will be decreased by 3%. This provision shall only apply to voluntary transfers within a department to a different classification or the same classification with significantly different responsibilities or voluntary transfers between departments into the same or different classification.

Sec. 8. Demotions

Demotions are under the authority of and administered by the Department of Employee Relations. Demotion is defined as movement from a pay range with a higher maximum to a pay range with a lower maximum. In no event shall a demoted employee be paid in excess of the rate the employee was earning prior to the reduction unless otherwise authorized.

a. Demotions in anticipation of or as a result of layoff: The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is lower. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the demotion.

b. Voluntary Demotions (Career Change): The salary will be the current rate of pay if it falls within the range of the position demoted to or the maximum of the new pay range, whichever is less. In no event shall the employee be paid in excess of the rate he/she was receiving prior to the voluntary demotion. When the demotion is to a position previously held within 12 months, the employee shall revert back to the rate of pay in effect prior to the promotion.

c. Disciplinary Demotions: A decrease in pay of 5% or a decrease in pay of 7% if the demotion is from a position designated as Leadership, or the maximum of the new pay range whichever is lower. Under no circumstance should the rate after the demotion exceed the maximum of the range. When the demotion is to a position held within the prior 12 months, the employee shall revert to the rate of pay that represents the rate of pay in effect prior to the promotion.

d. Eligibility for Special Attainment Steps after a Demotion: An employee who elects to take a position in a pay range which has special attainment rates, who meets the qualifications prescribed shall be paid the appropriate special attainment rates, regardless of the rate of pay prior to demotion, subject to not exceeding the maximum of the demoted pay range.

Sec. 9. Hours of Work and Work Schedules

a. Starting and Ending Day - Permanent Employees: Employment shall normally be started on the first working day of the week and not on Saturdays, Sundays, or holidays and compensation shall be effective from the first work day. Termination of service shall be effective on the last day of work or the last working day of the week and not on Saturdays, Sundays, or holidays except where it is absolutely necessary for said employees to work on such days and except that in cases of City employees shifting from one City position to another, employment shall be deemed to be continuous and there shall be no interruption of compensation.

b. Flexible Schedule: Employees holding positions classified as exempt from the overtime provisions of the Fair Labor Standards Act and who are excluded from the provision of s. 350-5 of the Milwaukee Code

of Ordinances (Exclusion from Overtime) may, upon department head approval, work on a flexible schedule, so that the daily work schedule may be adjusted from time to time as necessary and appropriate to fulfill assigned duties and responsibilities. Such adjustments may include starting and quitting times that are earlier or later than established in the normal work schedule of the department, and may include more or less than eight hours in any particular day and more or less than forty hours in any particular week.

Sec. 10. Holiday Pay

- a. Eligibility: Unless stated otherwise in a collective bargaining agreement in full force and effect, eligible employees shall receive holiday pay when the employee has been at work for at least two days during the calendar week in which the holiday occurred. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension or unpaid absence. Whenever Independence Day, July 4, falls on a Saturday, the preceding Friday shall be observed as a holiday. Whenever New Year's Day, Independence Day, or Christmas Day falls on a Sunday, the following Monday shall be observed as a holiday. Whenever New Year's Day or Christmas falls on a Saturday, the following Monday shall be observed as a holiday.
- b. Holiday Pay - Part-Time Employees: Non-exempt employees who work an average of 20 hours per week on a year round basis in positions which are budgeted at half-time or more shall be eligible for holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with the preceding paragraph on holiday pay.

Sec. 11. Supplemental Pay Practices

- a. Holiday Hours Worked: all hours worked on a holiday by an eligible non-exempt FLSA employee shall be considered overtime as provided for under Chapter 350-3 of the Milwaukee Code of Ordinances.
The following language has been deleted from a.: Eligible employees working on a Holiday shall not be eligible for shift or weekend differential for the hours worked on a Holiday.
- b. Interpreter pay: Employees of the Municipal Courts shall be eligible for a premium of \$1 per hour while performing interpreter duties (Spanish to English and vice versa) during court proceedings. Eligibility for interpreter pay provisions for positions outside of the Municipal Court is subject to approval from the Common Council.
- c. On-Call Pay: Employees holding positions designated as non-exempt from FLSA required by the department to be on a mandatory on-call rotation to respond to emergencies shall be paid \$15 per 24-hour regularly scheduled workday and \$36 for regularly scheduled off days, holidays, or furlough days. If employees are required to be on-call for a period less than 24 hours, the amounts shall be prorated. This benefit shall not apply to employees in the Department of Public Works performing snow or salting

operations.

An employee who is on a mandatory on-call assignment must be available to work and be able to report to work within a short timeframe as established by the department. An eligible employee on an authorized on-call assignment who is called into work shall be compensated at straight time or overtime in accordance with applicable overtime policies.

d.12-Hr Differential Compensation: Employees holding positions designated as non-exempt under FLSA shall be eligible for a twenty five cent (\$.25) premium per hour to be added to the employee's base salary for any continuous time worked in excess of twelve or more consecutive hours. Any payments made under this provision shall not have any sum deducted for pension benefits nor shall such payments be included in the determination of pension benefits or other fringe benefits.

The following language has been deleted from d.: Employees being^p aid at overtime rates shall not receive the 12-Hr differential for the same hours regardless of the period work.

e.Reporting Pay (Call-In/Show-Up Pay): Employees holding positions designated as non-exempt from FLSA who are required to report to work for an emergency overtime assignment at the direction of a competent authority on an off day or outside of their regular work hours, and who are officially excused before completing 2 hours of work shall receive straight time cash compensation for the difference between the actual amount of time worked and 2 hours. The difference between the actual amount of time worked and hours paid shall not be credited as hours worked. The following employees are not eligible for this benefit, and instead shall be credited with a minimum of one (1) hour of work when required to report to perform certain duties:

- Eligible employees in the Department of City Development, Housing management Division, who are required to unlock doors for tenants
- Eligible employees assigned to the Library Maintenance Department who report for authorized call-ins to unlock or lock doors

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 regular 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, or funeral leave.

Employees being paid at overtime rates shall not receive shift differential for the same hours regardless of the period work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked.

g. Snow and Ice Control Operations: bonus payments for support personnel in the Operations Division,

Fleet Services Section who work overtime during Snow and Ice Control Operations. Support personnel in the Operations Division, Fleet Services Section shall receive a one (\$1) dollar per hour premium for all time worked in excess of eight (8) hours in one 24 hour day worked during snow and ice control operations. These bonus payments shall also be paid to support personnel in the Fleet Services Repairs Unit at the Central Repair Garage for all time worked in excess of eight (8) hours in one 24 hour day worked repairing snow plow blades and to Repairs Unit personnel time worked in excess of eight (8) hours in one 24 hour day worked on a snow related assignment during the winter season. These support personnel shall be Operations Division employees in the Fleet Services Section, Stock Room or Tire Shop employees in the Administration Section or Garage Attendants, Garage Custodians, Field Service Mechanics, Communications Assistants III or IV in the Operations Section, or Driving Training Instructors.

h. Weekend Differential: Employees holding positions classified as non-exempt under the FLSA shall

receive fifty cents (\$.50) per hour for regularly scheduled Saturday work and sixty cents (\$.60) per hour for scheduled Sunday work. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Weekend differential shall be paid for all hours for which an eligible employee would have received the differential but for the fact that the employee was on authorized paid leave.

The following language has been deleted from h.: Employees being paid at overtime rates shall not receive weekend differential for the same hours regardless of the period work.

Sec. 12. Rates of Pay for Police Liaison and Fire Contract Administrator

a. Police Liaison Officer: The salary rate of the position of Police Liaison Officer shall be equivalent to the pay step in the pay range the employee would normally occupy had he or she remained a member of the Milwaukee Police Department. In addition, Effective Pay Period 1, 2004, an employee occupying the position of Police Liaison Officer shall receive \$150 biweekly as compensation in lieu of overtime and certain other payments and allowances received by a member of the Milwaukee Police Department. Effective for employees retiring on normal service retirement between January 1, 2007, and December 31, 2009, such \$150 biweekly payment shall be included in the final average salary for purposes of computing an employee's retirement allowance. The amount an employee is entitled to include in the final average salary shall be the total amount of the \$150 biweekly payments the employee received in any twelve (12) month period.

b. Fire Contract Administrator: The salary rate of the Association Fire Contract Administrator shall be equivalent to the step in the pay range the employee would normally occupy had he remained a member of the Milwaukee Fire Department, except the employee shall under no circumstances be eligible for any salary payments for any work

performed outside his/her regularly scheduled work shift, on a holiday, on an off day, or on a vacation day.

Part III. Boards and Commissions: Compensation and Reimbursement

a. Members of City boards may not receive other compensation for employment from the city. A member of a city board shall receive compensation for serving on a city board specified under Section X as long as the member is not receiving compensation for employment by the city or a city agency, apart from compensation for service on a board or commission; or as long as the member's name does not appear on a city biweekly payroll apart from serving on a board or commission; or as long as the member's name does not appear on a regular payroll of the city apart from serving on a board or commission.

b. Reimbursement allowances for members of certain city boards are for estimated average expenditures in attending board meetings. A flat allowance of \$20 per meeting shall be provided for the reimbursement of members of those city boards, commissions, committees and authorities listed below for a maximum of 20 meetings per calendar year (\$400 per year). This flat allowance is intended as reimbursement for estimated average expenses, such as traveling, parking and other related expenses, normally incurred by members of such city boards as a consequence of their attending regular meetings of duly authorized city boards. Meetings eligible for reimbursement allowance do not include preparation meetings or subcommittee meetings.

c. Types of boards and commissions not eligible for reimbursement allowances. It is clearly intended that members of the following types of boards and commissions shall not be eligible for any reimbursement allowances authorized by this section of the salary ordinance:

1. Boards and commissions whose members are compensated under Section X.

2. Boards and commissions having separate corporate identities who have the power to establish their own reimbursement policies for their members, such as the Housing Authority and the Redevelopment Authority.

3. Boards and commissions established other than by common council action.

d. Reimbursement allowance shall be made once each year. To simplify the payment of reimbursement allowances for members of eligible boards, such payments shall be made once each year. At the end of the year such board chair shall submit to the Comptroller's office a list of members eligible for such compensation payments together with a record of the number of meetings each member has attended during that calendar year. Reimbursement shall be made at the end of the calendar year or when administratively feasible in the subsequent year. Members of the following city boards shall be eligible

for a reimbursement allowance under the provisions of this section:

- Anti-Graffiti Policy Committee
- Arts Board
- Capital Improvements Committee
- Charter School Review Committee
- Commissioners of Election
- Deferred Assessment Board
- Deferred Compensation Board
- Equal Rights Commission
- Ethics Board
- Food License Review Board
- Fourth of July Commission
- Frank P. Zeidler Community Service Award Selection Committee
- Harbor Commission
- Historic Preservation Commission
- Library Board
- Milwaukee Commission on Domestic Violence and Sexual Assault
- Public Debt Commission
- Safety Commission
- Sister Cities Committee

e.Board of Assessment: Members of the Board of Assessment shall be compensated at the rate of \$60 per meeting, for a maximum of 20 meetings per calendar year. To simplify the payment of compensation for members of the board of assessment, payments shall be made once each year. At the end of the year the chair shall submit to the comptroller's office a list of members eligible for payment together with a record of the number of meetings each member has attended during that calendar year. Compensation shall be made at the end of the calendar year or when administratively feasible in the subsequent year.

f.Administrative Review Appeals Board: Regular and alternate members of the Administrative Review Appeals Board shall be compensated at the rate of \$187 per meeting for up to 12 meetings per year and payments shall be made every six months. Every six months the chair shall submit to the Comptroller's office a list of members eligible for payment together with a record of the number of meetings each member has attended during that six month period. Compensation shall be made at six months and at the end of the calendar year or when administratively feasible.

Part IV. Elected Officials

a. Mayor, President of the Common Council, Aldermen: are paid according to s. 350-100 of the Milwaukee Code of Ordinances, and Part I, Section XI of the Salary Ordinance.

b. City Attorney, Comptroller, and City Treasurer: The rates of pay for these offices are established per Common Council action. The rates of pay for the 2012-2016 term are established under Section XI of the Salary Ordinance.

c. Municipal Judges: The rate of pay for Municipal Judges is established per Common Council action pursuant to Wis. Stat. §755.05. The rate of pay for Municipal Judges in 2012 is established under Section XI of the Salary Ordinance.

Part V.

If any section, subsection, sentence, clause, phrase or portion of this ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect the validity of the remaining portions thereof. The Common Council of the City of Milwaukee hereby declares that it would have passed this ordinance and each section, subsection, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, sentences, clauses, phrases, or portions thereof be declared invalid or unconstitutional.

Part VI.

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

Part VII.

This ordinance shall take effect and be in force from and after January 8, 2012 (Pay Period 2, 2012), et al, and shall be interpreted consistent with the applicable rulings thereunder.