2019 SALARY ORDINANCE
(Effective from and after December 30, 2018 - Pay Period 1, 2019)
UPDATED THROUGH 02/05/19 COMMON COUNCIL MEETING
(Effective Pay Period 2, 2019 – January 13, 2019)

..Number
180628
..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:

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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 1AX

Official Rate Biweekly

Hourly	23.40	30.49
Biweekly	**1,871.92**	**2,439.48**
Annual	48,669.92	63,426.48

BUILDING SERVICES SUPERVISOR II (1)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2)
FLEET TRAINING SUPERVISOR (1) (2)
FORENSIC PROCESSOR SUPERVISOR
HEALTH PROJECT COORDINATOR – WIC
INVENTORY MANAGER
PARKING ENFORCEMENT SUPERVISOR
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (4)
SANITATION SUPERVISOR (1) (2)
SELF-HELP YARD SUPERVISOR (1) (2)
STREET REPAIR SUPERVISOR (1)
TOW LOT 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) To be appointed at $2,182.55 biweekly ($56,746.30). This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

(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 4.8% additional biweekly salary as compensation for such overtime work.

(4) Recruitment is at $1,895.62 biweekly ($49,286.12).

Pay Range 1BX

Official Rate Biweekly

Hourly	23.40	32.51
Biweekly	**1,871.92**	**2,600.60**
Annual	48,669.92	67,615.60

ADMINISTRATIVE SERVICES SUPERVISOR
BRIDGE OPERATOR SUPERVISOR
BUILDING MAINTENANCE SUPERVISOR II
COURT SERVICES SUPERVISOR
CUSTOMER SERVICE SPECIALIST
FIELD OPERATIONS INSPECTION SPECIALIST (1)
FLEET REPAIR SUPERVISOR (1) (3)
MECHANICAL MAINTENANCE SUPERVISOR (1)
OPERATIONS SERVICES SUPERVISOR (1)
POLICE FLEET SUPERVISOR
PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR
SEWER MAINTENANCE PROGRAM MANAGER
SEWER OPERATIONS SUPERVISOR
STREET OPERATIONS SUPERVISOR (1)
WATER FIELD SUPERVISOR (2) (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) 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 4.8% additional biweekly salary as compensation for such overtime work.

(3) Recruitment is at $2,106.81 biweekly ($54,777.06).

(4) Recruitment is at $2,371.17 biweekly ($61,650.42).

Pay Range 1CX

Official Rate Biweekly

Hourly	24.74	34.65
Biweekly	**1,979.57**	**2,771.65**
Annual	51,468.82	72,062.90

BOZA ADMINISTRATIVE COORDINATOR
BUILDING SERVICES MANAGER (1)
CITY CHANNEL MANAGER
ENVIRONMENTAL HEALTH FIELD SUPERVISOR
EQUIPMENT INVENTORY MANAGER (1)
HEALTH AND SAFETY OFFICER
INVENTORY SERVICES MANAGER
LEAD PENSION SPECIALIST

LEGISLATIVE LIBRARY MANAGER (2)
LICENSE COORDINATOR
PARKING ENFORCEMENT ASSISTANT MANAGER
POLICE PAYROLL SUPERVISOR
POLICE RECORDS ASSISTANT MANAGER
PROCUREMENT ADMINISTRATOR
PUBLIC RELATIONS SUPERVISOR
SECURITY MANAGER
TOW LOT ASSISTANT MANAGER
WATER CUSTOMER SERVICE SUPERVISOR
WATER PLANT MAINTENANCE 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.

(2) Recruitment is at $2,138.00 biweekly ($55,588.00) and may be up to $2,296.40 biweekly ($59,706.40) with the approval of DER.

Pay Range 1DX

Official Rate Biweekly

Hourly	26.38	36.93
Biweekly	**2,110.18**	**2,954.08**
Annual	54,864.68	76,806.08

CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (4)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR – SENIOR (2)
HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4)
HEALTHCARE ACCESS PROGRAM MANAGER
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY BUSINESS MANAGER
PARKING SERVICES SUPERVISOR (2)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER
PROPERTY MANAGEMENT PROGRAM COORDINATOR

PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5)
SANITATION DISTRICT MANAGER (2)
URBAN FORESTRY MANAGER (2)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER PLANT MAINTENANCE MANAGER
WATER SYSTEMS AND PROJECT MANAGER
WIC PROGRAM MANAGER

(1) Recruitment may be up to $2,278.96 biweekly ($59,252.96) 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.
(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.
(4) Recruitment is at $2,384.62 biweekly ($62,000.12).
(5) Recruitment is at $2,248.55 biweekly ($58,462.30).

Pay Range 1EX

Official Rate Biweekly

Hourly	28.11	39.35
Biweekly	**2,248.55**	**3,147.86**
Annual	58,462.30	81,844.36

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM COORDINATOR (9)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3)
DPW INVENTORY AND PURCHASING MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9)
ENVIRONMENTAL HEALTH SERVICES MANAGER (9)
ERS BUSINESS OPERATIONS ANALYST
FIRE DISPATCH ASSISTANT MANAGER (6)
FIRE EQUIPMENT REPAIRS MANAGER
FIRE FLEET AND EQUIPMENT MANAGER (10)
FLEET OPERATIONS AND TRAINING MANAGER (4)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3)
HOUSING REHABILITATION MANAGER (13)
IN REM PROPERTY DISPOSITION MANAGER
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (7)
LIBRARY FACILITIES MANAGER

MANAGEMENT LIBRARIAN (7)
MEN'S HEALTH MANAGER (9)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (11)
PROCUREMENT AND COMPLIANCE MANAGER
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1)
PUBLIC HEALTH NURSE SUPERVISOR (8)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (12)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9)

(1) Recruitment may be up to the midpoint of the range with the approval of DER.
(2) Recruitment is at $2,454.23 biweekly ($63,809.98).
(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.
(4) 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.
(5) Recruitment is at $2,729.50 biweekly ($70,967.00).
(6) Recruitment is at $2,510.03 biweekly ($65,260.88) and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.
(7) Recruitment may be up to $2,608.27 biweekly ($67,815.02) with the approval of DER.
(8) Recruitment is at $2,616.19 biweekly ($68,020.94).
(9) Recruitment is at $2,454.12 biweekly ($63,807.12).
(10) Recruitment is at $2,446.88 biweekly ($63,618.88).
(11) Recruitment is at $2,690.56 biweekly ($69,954.56).
(12) Recruitment is at $2,379.86 biweekly ($61,876.36).
(13) Recruitment is at $2,646.25 biweekly ($68,802.50).

Pay Range 1FX

Official Rate Biweekly

Hourly	29.97	41.96
Biweekly	**2,397.63**	**3,356.55**
Annual	62,338.38	87,270.30

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – HEALTH
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICABLE AND INFECTIOUS DISEASE PROGRAM MANAGER

COMMUNICATIONS SYSTEMS MANAGER (2) (4)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EPIDEMIOLOGIST
FAMILY AND COMMUNITY HEALTH OPERATIONS MANAGER (6)
HOME ENVIRONMENTAL HEALTH MANAGER
HUMAN RESOURCES OFFICER
LIBRARIAN V (1)
LICENSE DIVISION ASSISTANT MANAGER
PARKING FINANCIAL MANAGER (4)
PROPERTY CONTROL MANAGER (3)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR (2)
STREET REPAIR DISTRICT MANAGER (4)
TOW LOT MANAGER
UCC OPERATIONS MANAGER
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5)
WATER PLANT OPERATIONS SUPERVISOR (7)
WATER QUALITY OPERATIONS MANAGER

(1) One position of Librarian V which functions as Circulation Manager for the Milwaukee Public 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) 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.
(3) Recruitment is at $3,051.99 biweekly ($79,351.74).
(4) 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.
(5) Recruitment is at $2,550.92 biweekly ($66,323.92).
(6) Recruitment is at $2,668.51 biweekly ($69,381.26).
(7) Minimum recruitment is $2,854.80 biweekly ($74,224.80).

Pay Range 1GX

Official Rate Biweekly

Hourly	31.94	44.72
Biweekly	**2,555.18**	**3,577.30**
Annual	66,434.68	93,009.80

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT COURT ADMINISTRATOR
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2)
BUILDING CODES ENFORCEMENT MANAGER (2)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2)
ELECTRICAL SERVICES MANAGER (1) (4)
FIRE DISPATCH MANAGER (5)
FIRE PROTECTION ENGINEER SUPERVISOR (2)
HOUSING PROGRAMS MANAGER (6)
INFECTIOUS DISEASE PROGRAM MANAGER (9)
IT SUPPORT SERVICES SUPERVISOR (8)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2)
POLICE FACILITIES MANAGER
RETIREMENT PLAN MANAGER (2)
SAFETY MANAGER (7)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER

(1) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional $120 per pay period.
(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.
(3) Recruitment is at $3,314.96 biweekly ($86,188.96).
(4) Recruitment is at $3,139.96 biweekly ($81,638.96) with recruitment at any point in the range with DER approval.
(5) Recruitment is at $2,685.74 biweekly ($69,829.14) and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel.
(6) Recruitment is at $2,858.88 biweekly ($74,330.88).
(7) Recruitment is at $2,724.12 biweekly ($70,827.12).
(8) Recruitment may be at any rate in the range with the approval of DER.
(9) Recruitment is at $2,877.81 biweekly ($74,823.06).

Pay Range 1HX

Official Rate Biweekly

Hourly	34.05	47.67
Biweekly	**2,724.12**	**3,813.63**
Annual	70,827.12	99,154.38

ADMINISTRATIVE SERVICES MANAGER

ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1)
ASSOCIATE DIRECTOR
BRIDGE MAINTENANCE MANAGER
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1)
BUSINESS SYSTEMS MANAGER (2)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4)
FACILITIES MANAGER
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
GIS DEVELOPER – PROJECT LEADER
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
PORT MARKETING MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3)
WATER PLANT OPERATIONS MANAGER

(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.
(2) Recruitment is at $3,314.96 biweekly ($86,188.96).
(3) Recruitment is at $3,210.81 biweekly ($83,481.06).
(4) Recruitment is at $3,202.76 biweekly ($83,271.74) with recruitment at any point in the range with DER approval.

Pay Range 1IX

Official Rate Biweekly

Hourly	36.29	50.80
Biweekly	**2,903.01**	**4,064.20**
Annual	75,478.26	105,669.20

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2)

CITY PLANNING MANAGER
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
DEVELOPMENT PROJECTS MANAGER (7)
ELECTRICAL ENGINEER – SENIOR (5)
EMERGENCY COMMUNICATIONS MANAGER (4)
ENTERPRISE RESOURCE PLANNING MANAGER
ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1)
ERS APPLICATIONS DEVELOPMENT MANAGER (6)
ERS CHIEF FINANCIAL OFFICER (2)
ERS SYSTEMS MANAGER (6)
FAMILY AND COMMUNITY HEALTH SERVICES DIRECTOR
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER
FIRE INFORMATION TECHNOLOGY MANAGER (2)
FUNCTIONAL APPLICATIONS MANAGER (3)
GRANTS FISCAL MANAGER
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (8)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5)
TRANSPORTATION ENGINEERING PLANNER (5)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2)
WATER INFORMATION TECHNOLOGY MANAGER
WORKER'S COMPENSATION AND SAFETY MANAGER

(1) Recruitment may be up to $3,785.51 biweekly ($98,423.26) with the approval of DER.

(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.
(3) Recruitment is authorized up to $3,228.14 biweekly ($83,931.64) with the approval of DER.
(4) Minimum recruitment of $3,210.81 biweekly ($83,481.06) and recruitment at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel.
(5) Recruitment is at $3,269.23 biweekly ($84,999.98).
(6) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
(7) Lori Lutzka is authorized at the rate of $4,014.47 biweekly ($104,376.22).
(8) Recruitment is at $3,334.13 biweekly ($86,687.38) and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel.

Pay Range 1JX

Official Rate Biweekly

Hourly	38.67	54.15
Biweekly	**3,093.92**	**4,331.80**
Annual	80,441.92	112,626.80

ASSESSMENT OPERATIONS DIRECTOR (1)
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORY DIRECTOR
PUBLIC HEALTH PLANNING AND POLICY DIRECTOR
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER
WATER PLANTS MANAGER
WATER QUALITY MANAGER (2)

(1) Recruitment is at $3,684.62 biweekly ($95,800.12).
(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.
(3) Recruitment is at $3,266.81 biweekly ($84,937.17) and may be at any point in the range with DER approval.

Pay Range 1KX

Official Rate Biweekly

Hourly	41.23	57.72
Biweekly	**3,298.35**	**4,617.84**
Annual	85,757.10	120,063.84

ACCOUNTS DIRECTOR
ADMINISTRATION AND PROJECT MANAGER
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FINANCIAL OPERATIONS MANAGER
FINANCIAL SERVICES DIRECTOR
HEALTH OPERATIONS ADMINISTRATOR
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1)
PUBLIC WORKS COORDINATION MANAGER

(1) 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 1LX

Official Rate Biweekly

Hourly	43.94	61.52
Biweekly	**3,515.53**	**4,921.61**
Annual	91,403.78	127,961.86

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY (1)
BLOCK GRANT DIRECTOR
CHIEF ASSESSOR
CITY CLERK
CITY PURCHASING DIRECTOR
DEPUTY CHIEF INVESTMENT OFFICER
DEPUTY CITY TREASURER
DEPUTY COMPTROLLER
DEPUTY LIBRARY DIRECTOR – PUBLIC SERVICES
EMPLOYEE RETIREMENT SYSTEM – DEPUTY DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR
PUBLIC HEALTH LABORATORIES DIRECTOR

(1) David Misky is authorized at the rate of $4,861.53 biweekly ($126,399.78).

Pay Range 1MX

Official Rate Biweekly

Hourly	46.84	65.57
Biweekly	**3,746.94**	**5,245.97**
Annual	97,420.44	136,395.22

ADMINISTRATIVE SERVICES DIRECTOR
CHIEF OF STAFF
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (3)

EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (2) (4)
INFRASTRUCTURE ADMINISTRATION MANAGER
POLICE INFORMATION SYSTEMS DIRECTOR (3)

(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 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.
(4) Position to be paid rates consistent with Pay Range 1OX ($110,689 - $154,961) while occupied by Bernard Allen.

Pay Range 1NX

Official Rate Biweekly

Hourly	49.92	69.90
Biweekly	**3,993.89**	**5,591.60**
Annual	103,841.14	145,381.60

BUDGET AND MANAGEMENT DIRECTOR
CHIEF INFORMATION OFFICER
CHIEF INVESTMENT OFFICER (1) (2)
DEPUTY COMMISSIONER – CITY DEVELOPMENT
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (3)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR
MUNICIPAL PORT DIRECTOR

(1) Recruitment may be at any rate in the pay range.
(2) Compensation may be at any rate in the pay range with the approval of the Employes' 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 1OX

Official Rate Biweekly

Hourly	53.22	74.50
Biweekly	**4,257.26**	**5,960.03**
Annual	110,688.76	154,960.78

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

WATER WORKS SUPERINTENDENT (1)

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

Pay Range 1PX

Official Rate Biweekly

Hourly	56.72	79.41
Biweekly	**4,537.68**	**6,352.52**
Annual	117,979.68	165,165.52

COMMISSIONER – HEALTH
COMMISSIONER – PUBLIC WORKS

SECTION 2: PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

Hourly	16.89	23.65
Biweekly	**1,351.59**	**1,892.05**
Annual	35,141.34	49,193.30

ASSISTANT PLANNER (1)
ASSISTANT TRANSPORTATION PLANNER (1)
DISEASE INTERVENTION SPECIALIST (1) (3)
GRAPHIC DESIGNER I (2)
RENT ASSISTANCE SPECIALIST I (1)

(1) Recruitment is at $1,636.11 biweekly ($42,538.86).
(2) Recruitment is at $1,455.01 biweekly ($37,830.26).
(3) When assigned leadworker duties and responsibilities in the STD/HIV/TB Communicable and Infectious Disease Program, one Disease Intervention Specialist will be paid an additional $45.00 biweekly.

Pay Range 2BN

Official Rate Biweekly

Hourly	17.99	25.19
Biweekly	**1,439.44**	**2,015.04**
Annual	37,425.44	52,391.04

ADMINISTRATIVE SERVICES SPECIALIST
EXECUTIVE ADMINISTRATIVE ASSISTANT I
GRAPHIC DESIGNER II (3)
LIBRARIAN ASSOCIATE (4)
LIBRARY REFERENCE ASSISTANT (4)
LIBRARY SERVICES ASSISTANT (4)

LIBRARY TECHNOLOGY SPECIALIST (4)
LIBRARY YOUTH EDUCATOR (2)
OFFICE SUPERVISOR I
PENSION SPECIALIST
PUBLIC HEALTH EDUCATOR I (2)
REAL ESTATE COORDINATOR I (1)

(1) Recruitment is at $1,731.26 biweekly ($45,012.76).
(2) Recruitment is at $1,577.90 biweekly ($41,025.40).
(3) Recruitment is at $1,682.03 biweekly ($43,732.78).
(4) Recruitment is at $1,554.58 biweekly ($40,419.08) and may be up to $1,669.70 biweekly ($43,412.20) with the approval of DER.

Pay Range 2CN

Official Rate Biweekly

Hourly	19.17	26.84
Biweekly	**1,533.87**	**2,147.11**
Annual	39,880.62	55,824.86

ACCOUNTANT I (1) (4)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5)
BRANCH LIBRARY SERVICES ASSISTANT (7)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
CLAIMS ADJUSTER
DISABILITY SPECIALIST
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5)
GRAPHIC DESIGNER – LEAD (5)
LEGISLATIVE ASSISTANT (3)
LIBRARY TECHNICIAN IV (7)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7)
MEDIA SPECIALIST (6)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5)
PURCHASING AGENT
RENT ASSISTANCE INSPECTOR (6)
RENT ASSISTANCE SPECIALIST II (6)

(1) Diane Kronberg is authorized to be paid the following biweekly rates: $1,586.35 to $2,220.57 ($41,245.10 to $57,734.82).
(2) Recruitment may be up to $2,025.15 biweekly ($52,653.90) 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) Recruitment is at $1,782.59 biweekly ($46,347.34).
(5) Recruitment is at $1,748.96 biweekly ($45,472.96).
(6) Recruitment is at $1,731.26 biweekly ($45,012.76).
(7) Recruitment is at $1,656.51 ($43,069.26) and may be up to $1,779.17 ($46,258.42) with the approval of DER.

Pay Range 2DN

Official Rate Biweekly

Hourly	20.43	28.60
Biweekly	**1,634.62**	**2,288.38**
Annual	42,500.12	59,497.88

ACCOUNTANT II (10)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (12)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (9)
ENVIRONMENTAL HYGIENIST (13)
GEOGRAPHIC INFORMATION SPECIALIST (11)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (11)
LEAD RISK ASSESSOR III (3) (11)
LIBRARIAN I (20)
LIBRARY EDUCATION OUTREACH SPECIALIST (14)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (1)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER (15) (16) (17) (18)
PROPERTY MANAGER (12)
PUBLIC HEALTH NURSE 1 (4) (5)
PUBLIC HEALTH SOCIAL WORKER (1)
REAL ESTATE COORDINATOR II (12)
RENT ASSISTANCE SPECIALIST III (3) (12)
SAFETY SPECIALIST (21)
TEST ADMINISTRATION COORDINATOR

(1) Recruitment is at $1,811.34 biweekly ($47,094.84) and may be up to $1,950.62 biweekly ($50,716.12) with the approval of DER.
(3) 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 $2,183.52 biweekly ($56,771.52) shall advance to $2,205.35 biweekly ($57,339.10).

(4) Career Ladder Position. Recruitment is at $2,040.16 biweekly ($53,044.16). Recruitment above minimum is allowed commensurate with experience and credentials with DER approval.
(5) Career Ladder Position. An employee will receive a special attainment rate of $30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(9) Recruitment is at $1,830.14 biweekly ($47,583.64) and may be up to $1,969.04 biweekly ($51,195.04) with the approval of DER.
(10) Recruitment is at $1,811.34 biweekly ($47,094.84).
(11) Recruitment is at $1,837.67 biweekly ($47,779.42).
(12) Recruitment is at $1,782.59 biweekly ($46,347.34).
(13) Recruitment is at $1,897.83 biweekly ($49,343.58).
(14) Recruitment is at $1,940.44 biweekly ($50,451.44).
(15) Career Ladder Position. Recruitment is at $1,906.46 biweekly ($49,567.96). Employees will advance to the next rate in the following range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: $1,906.46; $2,026.10; $2,153.25; and $2,288.38 biweekly ($49,567.96; $52,678.60; $55,984.50; and $59,497.88). Recruitment at any increment in the range based upon credentials with the approval of DER.
(16) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
(17) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period. If the required credentials are not demonstrated, the employee will be demoted to the previous title and rate of pay.
(18) Career Ladder Position. An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.
(19) 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.
(20) Recruitment is at $1,765.39 biweekly ($45,900.14) and may be up to $1,896.12 biweekly ($49,299.12) with the approval of DER.
(21) Recruitment is at $1,742.53 biweekly ($45,305.78).

Pay Range 2EN

Official Rate Biweekly

Hourly	21.78	30.49
Biweekly	**1,742.53**	**2,439.48**
Annual	45,305.78	63,426.48

ARCHITECTURAL DESIGNER I (1)
ATHLETIC TRAINER
CIVIL ENGINEER I (1)
ELECTRICAL ENGINEER I (1)
FIRE PROTECTION ENGINEER
HOUSING PROGRAMS SPECIALIST (7) (8) (14)

INVESTIGATOR/ADJUSTER (2) (3)
IT SUPPORT SPECIALIST (13)
LABORATORY DATA SPECIALIST (4)
LEAD PROJECT SPECIALIST
LIBRARIAN II (12)
LIBRARY MARKETING SPECIALIST
MECHANICAL ENGINEER I (1)
MEDIA PRODUCER (6)
PLAN EXAMINER SPECIALIST (7) (8) (9)
PUBLIC HEALTH NURSE 2 (10) (11)
TRAFFIC CONTROL ENGINEER I (1)
WATER CHEMIST (5)
WATER TREATMENT PLANT OPERATOR (19)

(1) Recruitment is at $1,975.30 biweekly ($51,357.80) and may be up to $2,245.10 biweekly ($58,372.60) with the approval of DER.
(2) Steven Carini is authorized to be paid the following biweekly rates: $1,802.13 to $2,522.97 ($46,855.38 to $65,597.22).
(3) Recruitment is at $2,028.83 biweekly ($52,749.58).
(4) Recruitment is at $1,950.62 biweekly ($50,716.12).
(5) Recruitment is at $1,810.00 biweekly ($47,060.00) and may be at any rate in the pay range with the approval of DER.
(6) To be paid the following biweekly rates: $1,925.13 to $2,474.58 ($50,053.38 to $64,339.08).
(7) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
(8) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.
(9) Career Ladder Position. Recruitment rate is at $2,160.38 biweekly ($56,169.88). 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: $2,160.38; $2,262.92; $2,365.46; $2,468.00; and $2,570.54 biweekly ($56,169.88; $58,835.92; $61,501.96; $64,168.00 and $66,834.04).
(10) Career Ladder Position. Recruitment is at $2,142.15 biweekly ($55,696.00). Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance at 2% of the employee's base rate on an annual basis upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials: $2,142.15 to $2,439.48 biweekly ($55,696.00 to $63,426.48).
(11) Career Ladder Position. An employee will receive a special attainment rate of $30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
(12) Recruitment is at $1,881.93 biweekly ($48,930.18) and may be up to $2,021.31 biweekly ($52,554.06) with the approval of DER.
(13) Recruitment is at $1,950.62 biweekly ($50,716.12) and may be at any rate in the pay range based upon experience and credentials with the approval of DER.

(14) Career Ladder Position. Recruitment is at $2,042.62 ($53,108.12). Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the following range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies: $2,135.33; $2,232.25; $2,333.56; and $2,439.48 biweekly ($55,518.58; $58,038.50; $60,672.56; and $63,426.48).

(19) Minimum recruitment is $1,815.69 biweekly ($47,207.94). Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Pay Range 2EX

Official Rate Biweekly

Hourly	23.40	30.49
Biweekly	**1,871.92**	**2,439.48**
Annual	48,669.92	63,426.48

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2)
ASSOCIATE TRANSPORTATION PLANNER (2)
AUDITOR – SENIOR
BENEFITS SERVICES ANALYST
BUSINESS ANALYST – SENIOR
CLAIMS ADJUSTER – SENIOR
COMMUNITY OUTREACH LIAISON
CONTINUUM OF CARE SPECIALIST
DEFERRED COMPENSATION PLAN COORDINATOR
DISABILITY SPECIALIST – SENIOR
ENVIRONMENTAL PROJECT COORDINATOR
EQUAL RIGHTS SPECIALIST
HEALTH PROJECT COORDINATOR – PLAIN TALK
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1)
NETWORK COORDINATOR ASSOCIATE
PURCHASING AGENT – SENIOR
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3)
TELECOMMUNICATIONS ANALYST – ASSISTANT

(1) Incumbents are limited to the minimum of the pay range.

(2) Recruitment is at $1,975.30 biweekly ($51,357.80) and may be up to $2,245.10 biweekly ($58,372.60) with the approval of DER.

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

Pay Range 2FN

Official Rate Biweekly

Hourly	23.22	32.51

Biweekly	**1,857.47**	**2,600.60**
Annual	48,294.22	67,615.60

CHEMIST (8)
CONSUMER ENVIRONMENTAL HEALTH COORDINATOR (1)
ELECTION SERVICES OFFICE ADMINISTRATOR
ENVIRONMENTAL RISK OFFICER (2) (4) (5)
FIRE DISPATCHER – SENIOR (9)
LIBRARIAN III (10)
MECHANICAL PLAN EXAMINER II (3) (4) (5)
MICROBIOLOGIST (8)
PLAN EXAMINER II (3) (4) (5)
PUBLIC HEALTH NURSE 3 (6) (7)
VIROLOGIST (8)
WATER MICROBIOLOGIST (8)

(1) Recruitment is at $2,039.79 biweekly ($53,034.54).
(2) Career Ladder Position. Recruitment is at $2,039.77 biweekly ($53,034.02). 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: $2,039.77; $2,151.92; $2,264.08; $2,376.23; $2,488.42; and $2,600.58 biweekly ($53,034.02; $55,949.92; $58,866.08; $61,781.98; $64,698.92; and $67,615.08).
(3) Career Ladder Position. Recruitment is at $2,554.73 biweekly ($66,422.98). 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: $2,554.73; $2,656.92; and $2,757.88 biweekly ($66,422.98; $69,079.92; and $71,704.88).
(4) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
(5) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to an including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.
(6) Career Ladder Position. Recruitment is at $2,386.92 biweekly ($62,060.00). Employees will advance at 2% of the employee's base rate on an annual basis (2% lump sum if paid at the maximum of the range) upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials: $2,386.92 to $2,600.60 biweekly ($62,060.00 to $67,615.60).
(7) Career Ladder Position. An employee will receive a special attainment rate of $30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.
(8) Recruitment may be at any rate in the pay range with the approval of DER.
(9) Career Ladder Position. Minimum recruitment is at $2,345.83 biweekly ($60,991.58). A Fire Dispatcher – Senior will advance to the appropriate increment in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: $2,345.83; $2,469.93; and $2,600.60 biweekly ($60,991.48; $64,218.18; and $67,615.60).

(10) Recruitment is at $2,006.12 biweekly ($52,159.12) and may be up to $2,154.74 biweekly ($56,023.24) with the approval of DER.

Pay Range 2FX

Official Rate Biweekly

Hourly	23.40	32.51
Biweekly	**1,871.92**	**2,600.60**
Annual	48,669.92	67,615.60

BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
CLAIMS ADJUSTER SPECIALIST
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EMERGENCY PREPAREDNESS COORDINATOR – WORKFORCE DEVELOPMENT
EVENTS AND OUTREACH COORDINATOR
FIRE AND POLICE COMMISSION RISK AUDITOR
HUMAN RESOURCES ANALYST – SENIOR
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PROCUREMENT SPECIALIST
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3)
SANITATION PROJECT ANALYST (1)
TRADE DEVELOPMENT REPRESENTATIVE
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKFORCE OUTREACH SPECIALIST

(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 is at $1,979.57 biweekly ($51,468.82).
(3) Additional 5% when assigned lead or supervisory assignments.

Pay Range 2GN

Official Rate Biweekly

Hourly	24.74	34.65
Biweekly	**1,979.57**	**2,771.65**
Annual	51,468.82	72,062.90

ARCHITECTURAL DESIGNER II (4)
CIVIL ENGINEER II (4)
CRIME ANALYST (1)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4)
FIRE PROTECTION ENGINEER II (4)
GIS ANALYST (5)
HOUSING REHABILITATION SPECIALIST (7) (8) (12)
INTELLIGENCE ANALYST (1)
IT SUPPORT SPECIALIST – SENIOR (3) (5)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (11)
MECHANICAL ENGINEER II (4)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (7) (8)
PROGRAMMER ANALYST (3)
PUBLIC HEALTH NURSE COORDINATOR (2) (10)
SENIOR WATER TREATMENT PLANT OPERATOR (13)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (8) (9)
TRAFFIC CONTROL ENGINEER II (4)
WATER QUALITY ANALYST (5)

(1) Recruitment is at $2,086.58 ($54,251.08) and may be up to $2,426.79 ($63,096.54) with the approval of DER and the Chair of the Committee on Finance and Personnel.
(2) Career Ladder Position. Recruitment is at $2,162.85 biweekly ($56,234.00). Employees will advance at 2% of the employee's base rate on an annual basis (2% lump sum if paid at the maximum of the range) upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials: $2,162.85 to $2,771.65 biweekly ($56,234.00 to $72,062.90).
(3) Recruitment is at $2,183.34 biweekly ($56,766.84) or may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel.
(4) Recruitment is at $2,245.10 biweekly ($58,372.60).
(5) Recruitment is at $2,183.34 biweekly ($56,766.84).
(6) Career Ladder Position. Recruitment is at $2,390.46 biweekly ($62,151.96). 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: $2,390.46; $2,481.04; $2,571.65; $2,662.27; $2,752.85; and $2,843.46 biweekly ($62,151.96; $64,507.04; $66,862.90; $69,219.02; $71,574.10; and $73,929.96).
(7) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
(8) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to an including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.

(9) Career Ladder Position. An employee designated as a leadworker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(10) Career Ladder Position. An employee will receive a special attainment rate of $30 biweekly for a related master's degree or nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(11) Recruitment is at $2,114.62 biweekly ($54,980.12) and may be at any rate in the pay range with the approval of DER.

(12) Career Ladder Position. Recruitment is at $2,390.46 biweekly ($62,151.96). Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the following range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies: $2,390.46; $2,496.45; $2,607.14; $2,722.74; and $2,843.46 biweekly ($62,151.96; $64,907.70; $67,785.64; $70,791.24; and $73,929.96).

(13) Minimum recruitment is $2,268.77 biweekly ($58,988.02). An employee assigned to peer training by a manager to be paid an additional 5% while performing that function. An employee assigned as 'Operator in Charge' by a manager to be paid an addition 7% while performing that function. Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

Pay Range 2GX

Official Rate Biweekly

Hourly	24.74	34.65
Biweekly	**1,979.57**	**2,771.65**
Annual	51,468.82	72,062.90

ACCOUNTANT III
ACCOUNTING SPECIALIST
AUDITOR
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (9)
COMPLIANCE ANALYST
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (8)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2)
IT PROJECT COORDINATOR (6)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (5)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3)
PARKING CITATION REVIEW MANAGER

PENSION ACCOUNTING SPECIALIST
PROGRAM MANAGER
REAL ESTATE SPECIALIST (7)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE
TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR (4)

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN.
(2) Recruitment is at $2,314.33 biweekly ($60,172.58).
(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.
(4) Bernadette Karanja is authorized at the rate of $2,769.24 biweekly ($72,000.24).
(5) Recruitment is at $2,138.00 biweekly ($55,588.00) and may be up to $2,296.40 biweekly ($59,706.40) with the approval of DER.
(6) Recruitment is at $2,183.35 biweekly ($56,767.10).
(7) Benjamin Timm is authorized at the rate of $2,792.23 biweekly ($72,597.98).
(8) Tory Kress is authorized at the rate of $2,800.80 biweekly ($72,820.80).
(9) Recruitment may be at any rate in the pay range with the approval of DER.

Pay Range 2HN

Official Rate Biweekly

Hourly	26.38	36.93
Biweekly	**2,110.18**	**2,954.08**
Annual	54,864.68	76,806.08

BOILER INSPECTOR (3) (12) (13)
BUILDING CONSTRUCTION INSPECTOR (3) (12) (13)
CHEMIST – SENIOR (14)
ELECTRICAL INSPECTOR (3) (12) (13)
ELEVATOR INSPECTOR (3) (12) (13)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (4)
FACILITIES MAINTENANCE COORDINATOR (4)
FORENSIC BALLISTICS SPECIALIST (14)
IT SUPPORT SPECIALIST – LEAD (5)
LABORATORY INFORMATION SYSTEMS SPECIALIST (6)
MICROBIOLOGIST – SENIOR (14)
NETWORK ANALYST – SENIOR (1)
NURSE PRACTITIONER (11)
PLUMBING INSPECTOR (3) (12) (13)
SENIOR PROPERTY APPRAISER (2) (3) (8) (9) (10)
SPRINKLER CONSTRUCTION INSPECTOR (3) (12) (13)
VIROLOGIST – SENIOR (14)
WATER CHEMIST PROJECT LEADER (15)

(1) Recruitment is at $2,444.96 biweekly ($63,568.96) and may be up to $2,651.90 biweekly ($68,949.40) with the approval of the DER and the Chair of the Committee on Finance and Personnel.
(2) Career Ladder Position. Recruitment is at $2,431.99 biweekly ($63,231.74). Employees will advance to the next rate in the following range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: $2,431.99; $2,584.61; $2,746.81; and $2,919.18 biweekly ($63,231.74; $67,199.86; $71,417.06; and $75,898.68). Recruitment may be at any increment in the range based upon credentials with the approval of DER.
(3) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.
(4) Recruitment is at $2,445.18 biweekly ($63,574.68).
(5) Recruitment is at $2,444.96 biweekly ($63,568.96).
(6) Recruitment is at $2,359.85 biweekly ($61,356.10).
(8) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period. If the required credentials are not demonstrated, the employee will be demoted to the previous title and rate of pay.
(9) Career Ladder Position. An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.
(10) Career Ladder Position. An employee designated as a "Lead Property Appraiser" by the Commissioner of Assessment will be paid these rates upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance: $3,065.15 and $3,218.41 biweekly ($79,693.90 and $83,678.66).
(11) Career Ladder Position. Recruitment is at $2,236.81 biweekly ($58,157.06). Employees will advance at 2% of the employee’s base rate on an annual basis (2% lump sum if paid at the maximum of the range) upon certification by the Commissioner of Health of having attained the required job performance, demonstrated competencies, and credentials.
(12) Career Ladder Position. Recruitment is at $2,444.96 biweekly ($63,568.96). 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: $2,444.96; $2,546.78; $2,648.60; $2,750.42; $2,852.24; and $2,954.08 biweekly ($63,568.96; $66,216.28; $68,863.60; $71,510.92; $74,158.24; and $76,806.08).
(13) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee’s current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.
(14) Recruitment is at $2,113.16 biweekly ($54,942.16) and may be at any rate in the pay range with the approval of DER.
(15) Recruitment is at $2,254.16 biweekly ($58,608.16) and may be at any rate in the pay range with the approval of DER.

Pay Range 2HX

Official Rate Biweekly

Hourly	26.38	36.93

Biweekly	**2,110.18**	**2,954.08**
Annual	54,864.68	76,806.08

ACCOUNTING AND GRANT SPECIALIST (1)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BENEFITS AND WELLNESS COORDINATOR
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON (6)
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
CITY PAYROLL SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA COMMUNICATIONS SPECIALIST
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR
FIRE AND POLICE COMMISSION INVESTIGATOR/AUDITOR
FUNCTIONAL APPLICATIONS ANALYST (2)
HEALTH PERSONNEL OFFICER (4)
HUMAN RESOURCES REPRESENTATIVE (4)
LABOR RELATIONS REPRESENTATIVE
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
RECAST PROGRAM MANAGER (5)
SENIOR PLANNER (3)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
TRADE DEVELOPMENT REPRESENTATIVE – SENIOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1)
WATER WORKS PERSONNEL OFFICER

(1) Recruitment may be at any rate in the pay range with the approval of DER.
(2) Recruitment is authorized up to $2,329.60 biweekly ($60,569.60) with the approval of DER.
(3) Recruitment is at $2,307.70 biweekly ($60,000.20).
(4) 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.
(5) 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	28.11	39.35
Biweekly	**2,248.55**	**3,147.86**
Annual	58,462.30	81,844.36

ARCHITECT III (1)
BICYCLE AND PEDESTRIAN COORDINATOR (1)
CIVIL ENGINEER III (2)
ELECTRICAL ENGINEER III (1)
ENGINEERING TECHNICIAN VI (1)
FACILITIES PROJECT COORDINATOR (1)
LAND SURVEYOR (2)
MECHANICAL ENGINEER III (1)
TRAFFIC CONTROL ENGINEER III (1)
WATER PLANT AUTOMATION CONTROLS ENGINEER (3) (4) (5)

(1) Recruitment is at $2,550.94 biweekly ($66,324.44).
(2) Recruitment is at $2,550.94 biweekly ($66,324.44) and may be up to $2,870.00 biweekly ($74,620.00) with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.
(3) Career Ladder Position. Minimum recruitment is at $2,428.12 biweekly ($63,131.12) and may be at any step in the range based upon experience and credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: $2,428.12; $2,548.08; $2,668.03; $2,787.99; $2,907.95; $3,027.90; and $3,147.86 biweekly ($63,131.12; $66,250.08; $69,368.78; $72,487.74; $75,606.70; $78,725.40; and $81,844.36).
(4) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee's prior rate is higher than the appropriate increment, the employee will retain their previous rate.
(5) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee's current rate. The employee must achieve all required credentials up to and including the new increment within the probationary period.

Pay Range 2IX

Official Rate Biweekly

Hourly	28.11	39.35
Biweekly	**2,248.55**	**3,147.86**
Annual	58,462.30	81,844.36

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (3)
ASSISTANT CITY PAYROLL MANAGER
BUDGET AND MANAGEMENT SPECIAL ASSISTANT
BUSINESS SYSTEMS COORDINATOR
DCD ACCOUNTANT LEAD
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR
FIRE HEALTH AND SAFETY MANAGER

FISCAL PLANNING SPECIALIST (2)
FLEET SYSTEMS MANAGER (1)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (6)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (5)
LIBRARY CONSTRUCTION PROJECT MANAGER (4)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
STAFF ASSISTANT – SENIOR
SUBSTANCE ABUSE PREVENTION AND CONTROL PROGRAM MANAGER
SYSTEMS ANALYST – SENIOR (5)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
WATER SYSTEMS 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 $2,898.02 biweekly ($75,348.52) with the approval of DER.
(3) Career Ladder Position. Recruitment is at any rate in the pay range at the discretion of the City Attorney.
(4) Recruitment is at $2,454.23 biweekly ($63,809.98).
(5) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.
(6) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 2JN

Official Rate Biweekly

Hourly	29.97	41.96
Biweekly	**2,397.63**	**3,356.55**
Annual	62,328.38	87,270.30

FIRE PROTECTION ENGINEER III (1) (2) (3)
MECHANICAL PLAN EXAMINER III (1) (2) (3)
MICROBIOLOGIST – LEAD (5)
PLAN EXAMINER III (1) (2) (3) (4)

(1) Career Ladder Position. Recruitment is at $2,705.15 biweekly ($70,333.90). 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:

$2,705.15; $2,813.73; $2,922.31; $3,030.88; $3,139.46; $3,248.04; and $3,356.54 biweekly ($70,333.90; $73,156.98; $75,980.06; $78,802.88; $81,625.96; $84,449.04; and $87,270.04).

(2) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

(3) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.

(4) Career Ladder Position. An employee selected as the Team Leader for the Arena Project by the DNS Commissioner will receive an additional 7% while holding that position.

(5) Recruitment may be at any rate in the pay range with the approval of DER.

Pay Range 2JX

Official Rate Biweekly

Hourly	29.97	41.96
Biweekly	**2,397.63**	**3,356.55**
Annual	62,338.38	87,270.30

BUSINESS SYSTEMS ADMINISTRATOR
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2)
EARLY CHILDHOOD PROGRAM DIRECTOR (2)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (5)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (6)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
INFORMATION SYSTEMS AUDITOR
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2)(4)
MAYOR'S LIAISON OFFICER
PORT FINANCE OFFICER
PRINCIPAL PLANNER (3)
RESOURCE RECOVERY PROGRAM MANAGER (1)
RISK MANAGEMENT AND SAFETY OFFICER (2)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
VIOLENCE PREVENTION RESEARCH 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 at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(3) Recruitment is at $2,705.16 biweekly ($70,334.16).
(4) James Fleming is authorized at the rate of $3,296.63 biweekly ($85,712.38).
(5) Dan Casanova is authorized at the rate of $3,379.34 biweekly ($87,862.84).
(6) Recruitment may be at any rate in the pay range based upon experience and credentials with DER approval.

Pay Range 2KX

Official Rate Biweekly

Hourly	31.94	44.72
Biweekly	**2,555.18**	**3,577.30**
Annual	66,434.68	93,009.80

ARCHITECT IV (1) (2)
ASSISTANT CITY ATTORNEY II (5)
CIVIL ENGINEER IV (1) (2)
FISCAL PLANNING SPECIALIST – SENIOR
PENSION INVESTMENT ANALYST ASSOCIATE (3) (4)
LEGISLATIVE COORDINATOR – SENIOR
LONG RANGE PLANNING MANAGER
SPECIAL ASSISTANT TO MAYOR
TELECOMMUNICATIONS ENGINEER

(1) Recruitment is at $2,900.31 biweekly ($75,408.06).
(2) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12 hour differential as described in Part II of the Salary Ordinance.
(3) Recruitment may be at any rate in the pay range.
(4) Compensation may be at any rate in the pay range upon approval of the Employes' Retirement System – Executive Director and the Annuity and Pension Board.
(5) Career Ladder Position. Recruitment is at any rate in the pay range at the discretion of the City Attorney.

Pay Range 2LX

Official Rate Biweekly

Hourly	34.05	47.67
Biweekly	**2,724.12**	**3,813.63**
Annual	70,827.12	99,154.38

BUDGET AND POLICY MANAGER
DEVELOPMENT PROJECTS COORDINATOR (4)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (3)
ERS SERVER ADMINISTRATOR (3)
ERS SOFTWARE DEVELOPER (3)
FMIS PROJECT MANAGER
INFORMATION SYSTEMS MANAGER – MILWAUKEE POLICE DEPARTMENT
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER

SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (2)

(2) Recruitment is authorized up to $3,029.19 biweekly ($78,758.94) with the approval of DER.
(3) Recruitment may be at any point in the range with DER approval.
(4) Kein Burton is authorized at the rate of $3,830.68 biweekly ($99,597.68).

Pay Range 2MX

Official Rate Biweekly

Hourly	36.29	50.80
Biweekly	**2,903.01**	**4,064.20**
Annual	75,478.26	105,669.20

ASSISTANT CITY ATTORNEY III (1)
FIRE AND POLICE COMMISSION RISK MANAGER (4)
LEGISLATIVE FISCAL MANAGER – SENIOR
PENSION INVESTMENT ANALYST (2) (3)
PUBLIC DEBT SPECIALIST

(1) Career Ladder Position. Recruitment is at any rate in the pay range at the discretion of the City Attorney.
(2) Recruitment may be at any rate in the pay range.
(3) Compensation may be at any rate in the pay range upon approval of the Employes' Retirement System – Executive Director and the Annuity and Pension Board.
(4) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.

Pay Range 2NX

Official Rate Biweekly

Hourly	38.67	54.15
Biweekly	**3,093.92**	**4,331.80**
Annual	80,441.92	112,626.80

EMERGENCY COMMUNICATIONS AND POLICY DIRECTOR

Pay Range 2OX

Official Rate Biweekly

Hourly	41.23	57.72
Biweekly	**3,298.35**	**4,617.84**
Annual	85,757.10	120,063.84

ASSISTANT CITY ATTORNEY IV (3)
EXECUTIVE DIRECTOR – DEFERRED COMPENSATION BOARD (4)
PENSION INVESTMENT ANALYST SENIOR (1) (2)

(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 Employes' Retirement System – Executive Director and the Annuity and Pension Board.
(3) Career Ladder Position. Recruitment is at any rate in the pay range at the discretion of the City Attorney.
(4) 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 2PX

Official Rate Biweekly

Hourly	43.94	61.52
Biweekly	**3,515.53**	**4,921.61**
Annual	91,403.78	127,961.86

Pay Range 2QX

Official Rate Biweekly

Hourly	46.84	65.57
Biweekly	**3,746.94**	**5,245.97**
Annual	97,420.44	136,395.22

ASSISTANT CITY ATTORNEY V (1)

(1) Career Ladder Position. Recruitment may be at any rate up to $5,039.40 biweekly ($131,024.40) at the discretion of the City Attorney.

SECTION 3: TECHNICIANS

Pay Range 3AN

Official Rate Biweekly

Hourly	12.92	13.80
Biweekly	**1,033.65**	**1,103.87**
Annual	26,874.90	28,700.62

CODE ENFORCEMENT INTERN

Pay Range 3BN

Official Rate Biweekly

Hourly	15.91	19.22
Biweekly	**1,273.15**	**1,537.30**
Annual	33,101.90	39,969.80

ENGINEERING DRAFTING TECHNICIAN I
ENGINEERING TECHNICIAN I
GEOGRAPHIC INFORMATION TECHNICIAN I
MICROFILM TECHNICIAN I (1)
SANITATION INSPECTOR (3)
TELEVISION PRODUCTION SPECIALIST I

(1) Recruitment is at $1,305.77 biweekly ($33,950.02).
(3) Recruitment is at $1,394.31 biweekly ($36,252.06).

Pay Range 3CN

Official Rate Biweekly

Hourly	18.01	20.36
Biweekly	**1,440.63**	**1,628.85**
Annual	37,456.38	42,350.10

DOCUMENT TECHNICIAN
PRODUCTION TECHNICIAN

Pay Range 3DN

Official Rate Biweekly

Hourly	18.29	21.35
Biweekly	**1,463.16**	**1,707.66**
Annual	38,042.16	44,399.16

MEDICAL LABORATORY TECHNICIAN
PARKING METER TECHNICIAN (1)

(1) Recruitment is at $1,544.61 biweekly ($40,159.86).

Pay Range 3EN

Official Rate Biweekly

Hourly	17.85	21.82
Biweekly	**1,427.94**	**1,745.79**
Annual	37,126.44	45,390.54

PROGRAMMER I (1)
TELEVISION PRODUCTION SPECIALIST II

(1) Recruitment may be up to $1,636.11 biweekly ($42,538.86) with the approval of DER.

Pay Range 3FN

Official Rate Biweekly

Hourly	18.51	22.68
Biweekly	**1,481.08**	**1,814.25**
Annual	38,508.08	47,170.50

ENGINEERING DRAFTING TECHNICIAN II
ENGINEERING TECHNICIAN II (1)
GEOGRAPHIC INFORMATION TECHNICIAN II
HELPDESK SPECIALIST I (3)
MAINTENANCE TECHNICIAN I (2) (4)

(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 below. Employees who complete at least one year of service at $1,614.44 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 $1,668.04 30 credits
- M-2 $1,814.25 35 credits

Employees who advance or have advanced to $1,614.44 biweekly ($41,975.44) upon completion of three years of service at that increment will be eligible for the next increment of $1,668.04 biweekly ($43,369.04) and at the end of three more years, will be eligible for the next increment of $1,814.25 biweekly ($47,170.24) in lieu of the college credit requirement noted above.

(2) Recruitment is at $1,603.83 biweekly ($41,699.58).

(3) Recruitment is at $1,595.65 biweekly ($41,486.90).

(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.

Pay Range 3GN

Official Rate Biweekly

Hourly	19.48	23.20
Biweekly	**1,558.30**	**1,855.70**
Annual	40,515.80	48,248.20

INFORMATION TECHNOLOGY SPECIALIST
LEAD RISK ASSESSOR I (1) (7)
MAINTENANCE TECHNICIAN II (3) (8) (10) (11)
PARKING METER TECHNICIAN – LEAD (9)
RADIOLOGIC TECHNOLOGIST (2) (7)

(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 $1,852.17 biweekly ($48,156.42) shall advance to $1,870.70 biweekly ($48,638.20).

(b) Employees appointed to the Environmental Health Specialist I 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 $1,852.17 biweekly ($48,156.42) shall advance to $1,870.70 biweekly ($48,638.20).

(2) Recruitment may be up to $1,731.26 biweekly ($45,012.76) with the approval of DER.

(3) Recruitment at $1,718.21 biweekly ($44,673.46) provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.

(7) Recruitment is at $1,636.11 biweekly ($42,538.86).

(8) Recruitment is at $1,635.96 biweekly ($42,534.96).

(9) Recruitment is at $1,649.23 biweekly ($42,879.98).

(10) The premium rate received by employees when assigned to supervisory duties for a full shift in the Police Department shall be an additional one dollar ($1.00) per hour.

(11) 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.

Pay Range 3HN

Official Rate Biweekly

Hourly	21.03	24.35
Biweekly	**1,682.03**	**1,948.03**
Annual	43,732.78	50,648.78

MAINTENANCE TECHNICIAN III (1)
PUBLIC WORKS INSPECTOR I (2)

(1) Recruitment is at $1,709.95 biweekly ($44,458.70).
(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 eighty ($80) dollars biweekly.

Pay Range 3IN

Official Rate Biweekly

Hourly	20.82	24.87
Biweekly	**1,665.30**	**1,989.77**
Annual	43,297.80	51,734.02

ASSESSMENT TECHNICIAN I
HELPDESK SPECIALIST II (1)
PROPERTY ASSESSMENT TECHNICIAN

(1) Recruitment is at $1,731.26 biweekly ($45,012.76).

Pay Range 3JN

Official Rate Biweekly

Hourly	21.64	25.66
Biweekly	**1,731.26**	**2,053.02**
Annual	45,012.76	53,378.52

LEAD RISK ASSESSOR II (2)

(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 $2,053.02 biweekly ($53,378.52) shall advance to $2,072.53 bi-weekly ($53,885.78).
(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 $2,053.02 biweekly ($53,378.52) shall advance to $2,072.53 biweekly ($53,885.78).

Pay Range 3KN

Official Rate Biweekly

Hourly	22.97	26.28
Biweekly	**1,837.67**	**2,102.67**

Annual	47,779.42	54,669.42

Pay Range 3LN

Official Rate Biweekly

Hourly	20.45	28.41
Biweekly	**1,636.11**	**2,272.88**
Annual	42,538.86	59,094.88

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

(1) For these classifications, the 5th increment of the pay range will be $1,962.71 biweekly ($51,030.46).

(2) Recruitment is at $1,782.59 biweekly ($46,347.34).

(3) 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.

(4) 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.

(5) Career Ladder Position. Recruitment is at $1,636.11 biweekly ($42,538.86). 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: $1,636.11; $1,731.26; $1,897.83; $2,053.02; $2,208.27; and $2,272.88 biweekly ($42,538.86; $45,012.76; $49,343.58; $53,378.52; $57,415.02; and $59,094.88).

(6) Career Ladder Position. An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

(7) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the one year probationary period. If the required core competencies and certifications are not demonstrated, the employee will be demoted to the previous title and rate of pay.

(8) Career Ladder Position. Recruitment is at $1,897.83 biweekly ($49,343.58) and may be up to $1,967.53 ($51,155.78) with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies: $1,897.83; $1,967.53; $2,039.79; $2,114.71; $2,192.37; and $2,272.88 biweekly ($49,343.58; $51,155.78; $53,034.54; $54,982.46; $57,001.62; and $59,094.88).

An employee transferred into this title will be placed in the pay step that corresponds with demonstrated core competencies and certifications. If the employee's prior rate is higher than the appropriate step, the employee will retain their previous rate and will move to the next higher step when they have demonstrated the required core competencies and certifications.

An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required core competencies and certifications up to and including the new increment within the probationary period.

(9) Recruitment is at $1,731.26 biweekly ($45,012.76).

Pay Range 3MN

Official Rate Biweekly

Hourly	23.16	29.34
Biweekly	**1,852.80**	**2,347.05**
Annual	48,172.80	61,023.30

ELECTRONIC TECHNICIAN (1)
VIDEO ELECTRONIC TECHNICIAN
WATER PLANT AUTOMATION TECHNICIAN (2) (3) (4)

(1) Recruitment is at $2,036.59 biweekly ($52,951.34). Employees with a minimum of three years of relevant job experience may be appointed at $2,134.35 biweekly ($55,493.10). Employees with a minimum of four years of relevant job experience may be appointed at $2,347.05 biweekly ($61,023.30).

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

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

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

Pay Range 3NN

Official Rate Biweekly

Hourly	21.61	29.47
Biweekly	**1,728.79**	**2,357.54**
Annual	44,948.54	61,296.04

ENGINEERING DRAFTING TECHNICIAN IV
ENGINEERING TECHNICIAN IV (1)
PROGRAMMER II (2) (4)

SIDEWALK REPAIR SPECIALIST (3) (4)

(1) Recruitment is at $1,737.89 biweekly ($45,185.14).
(2) Appointment may be up to $2,028.83 biweekly ($52,749.58) with the approval of the DER and the Chair of the Committee on Finance and Personnel.
(3) For this classification, the 5th increment of the pay range will be $2,152.44 biweekly ($55,963.44).
(4) Recruitment is at $1,897.83 biweekly ($49,343.58).

Pay Range 3ON

Official Rate Biweekly

Hourly	25.36	30.68
Biweekly	**2,028.83**	**2,454.24**
Annual	52,749.58	63,810.24

Pay Range 3PN

Official Rate Biweekly

Hourly	23.47	33.10
Biweekly	**1,877.70**	**2,648.25**
Annual	48,820.20	68,854.50

Pay Range 3QN

Official Rate Biweekly

Hourly	25.43	32.72
Biweekly	**2,034.33**	**2,617.23**
Annual	52,892.58	68,047.98

ENGINEERING DRAFTING TECHNICIAN V

Pay Range 3RN

Official Rate Biweekly

Hourly	25.77	33.47
Biweekly	**2,061.44**	**2,677.61**
Annual	53,597.44	69,617.86

ASSESSMENT TECHNICIAN II
ENGINEERING TECHNICIAN V

Pay Range 3SN

Official Rate Biweekly

Hourly	29.84	38.40
Biweekly	**2,386.91**	**3,072.07**
Annual	62,059.66	79,873.82

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 $2,803.75 biweekly ($72,897.50) with the approval of DER.
(3) Recruitment is at $2,550.94 biweekly ($66,324.44).

SECTION 4: PROTECTIVE SERVICES

4A-Pay Ranges 850 & 850P*

Official Rate Biweekly

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

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 850

Biweekly	**1,922.19**	**1,999.24**	**2,215.62**	**2,432.62**	**2,671.87**	**2,935.76**	**3,199.11**
Monthly	4,176.19	4,343.59	4,813.70	5,285.16	5,804.96	6,378.29	6,950.45
Annual	50,114.24	52,123.04	57,764.38	63,421.88	69,659.47	76,539.46	83,405.37

Pay Range 850P*

Biweekly	**1,941.40**	**2,019.20**	**2,237.80**	**2,456.97**	**2,698.62**	**2,965.13**	**3,231.11**
Monthly	4,217.92	4,386.95	4,861.89	5,338.06	5,863.07	6,442.10	7,019.97
Annual	50,615.07	52,643.43	58,342.64	64,056.72	70,356.88	77,305.17	84,239.65

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

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

Pay Range 850

Biweekly	**1,378.25**	**1,837.66**	**1,911.31**	**2,118.20**	**2,325.65**	**2,554.42**	**2,806.68**	**3,058.42**
Monthly	2,994.41	3,992.54	4,152.55	4,602.04	5,052.75	5,549.78	6,097.85	6,644.78
Annual	35,932.95	47,910.42	49,830.58	55,224.50	60,633.02	66,597.38	73,174.16	79,737.38

Pay Range 850P*

Biweekly	**1,869.68**	**1,930.42**	**2,139.39**	**2,348.91**	**2,579.94**	**2,834.74**	**3,088.99**
Monthly	4,062.10	4,194.07	4,648.08	5,103.29	5,605.23	6,158.81	6,711.20
Annual	48,745.23	50,328.81	55,776.95	61,239.44	67,262.72	73,905.72	80,534.38

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

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

4B-Pay Range 801
Official Rate Biweekly

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

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	30.24	33.07	36.74	38.15	40.31
Biweekly	**2,419.08**	**2,645.84**	**2,939.29**	**3,051.86**	**3,225.11**
Annual	63,068.87	68,980.83	76,631.49	79,566.35	84,083.22

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	30.49	33.32	36.99	38.40	40.56
Biweekly	**2,438.88**	**2,665.67**	**2,959.07**	**3,071.65**	**3,244.94**
Annual	63,585.08	69,497.82	77,147.18	80,082.30	84,600.22

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

Hourly	30.80	33.63	37.30	38.70	40.87
Biweekly	**2,463.63**	**2,690.40**	**2,983.82**	**3,096.39**	**3,269.66**
Annual	64,230.35	70,142.57	77,792.45	80,727.31	85,244.71

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

Hourly	30.92	33.75	37.42	38.83	40.99
Biweekly	**2,473.54**	**2,700.31**	**2,993.73**	**3,106.29**	**3,279.59**
Annual	64,488.72	70,400.94	78,050.82	80,985.42	85,503.59

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

Hourly	21.54	28.72	31.41	34.89	36.23	38.29
Biweekly	**1,723.10**	**2,297.47**	**2,512.84**	**2,791.53**	**2,898.42**	**3,062.98**
Annual	44,923.68	59,898.32	65,513.33	72,779.17	75,565.95	79,856.26

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	28.95	31.65	35.13	36.47	38.52
Biweekly	**2,316.28**	**2,531.65**	**2,810.33**	**2,917.22**	**3,081.79**
Annual	60,388.73	66,003.73	73,269.32	76,056.09	80,346.67

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

Hourly	29.25	31.94	35.42	36.76	38.82
Biweekly	**2,339.78**	**2,555.16**	**2,833.82**	**2,940.72**	**3,105.30**
Annual	61,001.41	66,616.67	73,881.73	76,668.77	80,959.61

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

Hourly	29.36	32.06	35.54	36.88	38.93
Biweekly	**2,349.18**	**2,564.54**	**2,843.20**	**2,950.14**	**3,114.69**
Annual	61,246.48	66,861.22	74,126.28	76,914.36	81,204.42

(2) Receives $20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.
(3) While in the Academy, an employee will be paid 75% of step 1. Upon graduation from the Fire and Police Academy, an employee will move to step 1.

4C-Pay Range 804
Official Rate Biweekly

COURT LIAISON OFFICER (2) (3) (4) (5) (6) (7)
FORENSIC INVESTIGATOR (2) (3) (4) (5) (6) (7)
POLICE ALARM OPERATOR (1) (2) (3) (4) (6) (7)

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	39.20	40.41	41.68
Biweekly	**3,135.86**	**3,233.00**	**3,334.30**
Annual	81,756.35	84,288.93	86,929.96

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.45	40.66	41.93
Biweekly	**3,155.64**	**3,252.79**	**3,354.09**
Annual	82,272.04	84,804.88	87,445.92

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

Hourly	39.76	40.97	42.24
Biweekly	**3,180.43**	**3,277.54**	**3,378.83**
Annual	82,918.35	85,450.15	88,090.92

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

Hourly	39.88	41.09	42.36
Biweekly	**3,190.32**	**3,287.45**	**3,388.73**
Annual	83,176.20	85,708.52	88,349.03

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

Hourly	37.23	38.38	39.58
Biweekly	**2,978.19**	**3,070.47**	**3,166.67**
Annual	77,645.67	80,051.54	82,559.61

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	37.46	38.62	39.82
Biweekly	**2,997.00**	**3,089.26**	**3,185.46**
Annual	78,136.07	80,541.42	83,049.49

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

Hourly	37.76	38.91	40.11
Biweekly	**3,020.53**	**3,112.76**	**3,208.97**
Annual	78,749.53	81,154.10	83,662.43

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

Hourly	37.87	39.03	40.23
Biweekly	**3,029.92**	**3,122.16**	**3,218.35**
Annual	78,994.34	81,399.17	83,906.98

(7) 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.

4D-Pay Ranges 853 & 853P*

Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 853

Biweekly	**2,406.81**	**2,458.56**	**3,021.45**	**3,139.10**	**3,383.98**
Monthly	5,229.08	5,341.51	6,564.46	6,820.07	7,352.10
Annual	62,748.97	64,098.17	78,773.52	81,840.82	88,225.19

Pay Range 853P*

Biweekly	**2,430.87**	**2,483.13**	**3,051.69**	**3,170.49**	**3,417.83**
Monthly	5,281.35	5,394.90	6,630.16	6,888.27	7,425.64
Annual	63,376.25	64,738.75	79,561.92	82,659.20	89,107.71

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

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

Pay Range 853

Biweekly	**2,300.96**	**2,350.43**	**2,888.61**	**3,001.06**	**3,235.18**
Monthly	4,999.11	5,106.59	6,275.85	6,520.16	7,028.81
Annual	59,989.31	61,279.07	75,310.19	78,241.92	84,345.76

Pay Range 853P*

Biweekly	**2,323.98**	**2,373.96**	**2,917.48**	**3,031.05**	**3,267.53**
Monthly	5,049.12	5,157.71	6,338.57	6,585.32	7,099.10
Annual	60,589.48	61,892.53	76,062.87	79,023.80	85,189.17

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

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

4E-Pay Ranges 856 & 856P*

Official Rate Biweekly

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

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 856

Biweekly	**3,084.62**	**3,202.94**	**3,325.97**	**3,453.86**	**3,586.99**
Monthly	6,701.70	6,958.77	7,226.07	7,503.92	7,793.16
Annual	80,420.45	83,505.22	86,712.79	90,047.06	93,517.95

Pay Range 856P*

Biweekly	**3,115.47**	**3,234.96**	**3,359.21**	**3,488.42**	**3,622.87**
Monthly	6,768.73	7,028.34	7,298.28	7,579.01	7,871.12
Annual	81,224.75	84,340.03	87,579.40	90,948.09	94,453.39

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

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

Pay Range 856

Biweekly	**2,948.98**	**3,062.09**	**3,179.69**	**3,301.99**	**3,429.25**
Monthly	6,407.01	6,652.76	6,908.26	7,173.97	7,450.45
Annual	76,884.12	79,833.06	82,899.06	86,087.59	89,405.44

Pay Range 856P*

Biweekly	**2,978.49**	**3,092.70**	**3,211.51**	**3,335.01**	**3,463.56**
Monthly	6,471.12	6,719.26	6,977.39	7,245.71	7,525.00
Annual	77,653.49	80,631.11	83,728.65	86,948.47	90,299.96

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

(1) Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
(2) Effective Pay Period 5, 1992, employees occupying this classification shall receive on a biweekly basis an amount equal to one percent of biweekly base salary in consideration for underfilling. This amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
(3) Effective March 1, 1990, all Emergency Medical Technician-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 July 29, 2016, the first $1,500 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

4F-Pay Range 808
Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)
DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)
FORENSIC VIDEO EXAMINER (1) (2) (3) (4) (5) (6)
LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)
POLICE LIAISON OFFICER (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	41.22	42.82	44.47
Biweekly	**3,297.99**	**3,425.32**	**3,557.84**
Annual	85,983.31	89,302.98	92,757.97

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	41.47	43.06	44.72
Biweekly	**3,317.78**	**3,445.14**	**3,577.62**
Annual	86,499.26	89,819.72	93,273.66

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

Hourly	41.78	43.37	45.03
Biweekly	**3,342.55**	**3,469.87**	**3,602.39**
Annual	87,145.05	90,464.47	93,919.45

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

Hourly	41.91	43.50	45.15
Biweekly	**3,352.46**	**3,479.76**	**3,612.29**
Annual	87,403.42	90,722.31	94,177.56

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

Hourly	39.15	40.66	42.24
Biweekly	**3,132.18**	**3,253.10**	**3,378.97**
Annual	81,660.41	84,812.96	88,094.57

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	39.39	40.90	42.47
Biweekly	**3,150.98**	**3,271.93**	**3,397.75**
Annual	82,150.55	85,303.89	88,584.19

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

Hourly	39.68	41.19	42.77
Biweekly	**3,174.50**	**3,295.42**	**3,421.27**
Annual	82,763.75	85,916.31	89,197.39

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

Hourly	39.80	41.31	42.88
Biweekly	**3,183.91**	**3,304.82**	**3,430.68**
Annual	83,009.08	86,161.38	89,442.73

4G-Pay Range 831

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

Official Rate Biweekly

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	38.41	39.86	41.37
Biweekly	**3,073.03**	**3,188.78**	**3,309.31**
Annual	80,118.28	83,136.05	86,278.44

Hourly	42.93	44.56	46.25
Biweekly	**3,434.55**	**3,564.81**	**3,700.35**
Annual	89,543.62	92,939.69	96,473.41

(1) Recruitment to be at the 4th 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 under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,093.08, $3,208.88, $3,329.37, $3,454.65, $3,584.87, $3,720.42.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,118.17, $3,233.98, $3,354.45, $3,479.72, $3,609.98, $3,745.52.
(5) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,128.23, $3,244.01, $3,364.50, $3,489.77, $3,620.03, $3,755.55.

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

Hourly	36.31	37.67	39.10
Biweekly	**2,904.56**	**3,013.99**	**3,127.90**
Annual	75,726.03	78,579.02	81,548.82

Hourly	40.58	42.12	43.72
Biweekly	**3,246.28**	**3,369.38**	**3,497.50**
Annual	84,635.16	87,844.55	91,184.82

(1) Recruitment to be at the 4th 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 under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

(3) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $2,923.50, $3,032.95, $3,146.85, $3,265.24, $3,388.37, $3,516.46.

(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $2,947.24, $3,056.70, $3,170.56, $3,288.97, $3,412.09, $3,540.19.

(5) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $2,956.75, $3,066.17, $3,180.05, $3,298.46, $3,421.56, $3,549.68.

4H-Pay Range 812
Official Rate Biweekly

CHIEF LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)
IDENTIFICATION SYSTEMS SPECIALIST (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	44.50	45.96	47.42
Biweekly	**3,560.11**	**3,676.93**	**3,793.82**
Annual	92,817.15	95,862.82	98,910.30

(1) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	44.75	46.21	47.67
Biweekly	**3,579.91**	**3,696.72**	**3,813.60**
Annual	93,333.37	96,378.77	99,426.00

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

Hourly	45.06	46.52	47.98
Biweekly	**3,604.67**	**3,721.49**	**3,838.39**
Annual	93,978.89	97,024.56	100,072.31

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

Hourly	45.18	46.64	48.10
Biweekly	**3,614.56**	**3,731.37**	**3,848.28**
Annual	94,236.74	97,282.14	100,330.15

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

Hourly	42.26	43.65	45.04
Biweekly	**3,381.11**	**3,492.06**	**3,603.08**
Annual	88,150.37	91,042.99	93,937.44

(4) **Associate's Degree or 64 Credits** – (an employee who has attained and maintained)

Hourly	42.50	43.89	45.27
Biweekly	**3,399.92**	**3,510.89**	**3,621.88**
Annual	88,640.77	91,533.92	94,427.58

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

Hourly	42.79	44.18	45.57
Biweekly	**3,423.43**	**3,534.38**	**3,645.41**
Annual	89,253.71	92,146.33	95,041.04

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

Hourly	42.91	44.30	45.68
Biweekly	**3,432.85**	**3,543.78**	**3,654.79**
Annual	89,499.30	92,391.41	95,285.59

4I-Pay Range 835

POLICE IDENTIFICATION SUPERVISOR (1) (2) (3)

Official Rate Biweekly

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	41.46	43.06	44.72
Biweekly	**3,316.52**	**3,444.59**	**3,577.84**
Annual	86,466.41	89,805.38	93,279.40

Hourly	46.45	48.25	50.13
Biweekly	**3,716.32**	**3,860.39**	**4,010.02**
Annual	96,889.77	100,645.88	104,546.95

(1) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,336.29, $3,464.32, $3,597.57, $3,736.06, 3,880.16, $4,029.78.

(2) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,360.97, $3,489.00, $3,622.25, $3,760.75, $3,904.80, $4,054.45.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,370.82, $3,498.84, $3,632.11, $3,770.59, $3,914.70, $4,064.29.

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

Hourly	39.18	40.70	42.27
Biweekly	**3,134.72**	**3,255.76**	**3,381.72**
Annual	81,726.63	84,882.31	88,166.27

Hourly	43.91	45.61	47.38
Biweekly	**3,512.59**	**3,648.76**	**3,790.20**
Annual	91,578.24	95,128.38	98,815.93

(1) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,153.40, $3,274.41, $3,400.35, $3,531.23, $3,667.44, $3,808.85.
(2) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,176.72, $3,297.73, $3,423.67, $3,554.58, $3,690.74, $3,832.18.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,186.05, $3,307.05, $3,433.00, $3,563.89, $3,700.09, $3,841.50.

4J-Pay Range 857

Official Rate Biweekly

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

Effective Pay Period 1, 2019 (December 30, 2018)

For those employees hired prior to October 3, 2011 who make the member contribution to the ERS per the City/Lo. 215 labor agreement

Pay Range 857

Biweekly	**3,399.01**	**3,532.14**	**3,670.55**	**3,814.40**	**3,963.92**	**4,119.57**
Monthly	7,384.75	7,673.99	7,974.71	8,287.24	8,612.09	8,950.26
Annual	88,617.04	92,087.93	95,696.48	99,446.85	103,345.05	107,403.07

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

Pay Range 857

Biweekly	**3,249.54**	**3,376.82**	**3,509.15**	**3,646.66**	**3,789.60**	**3,938.42**
Monthly	7,060.01	7,336.54	7,624.05	7,922.80	8,233.36	8,556.69
Annual	84,720.15	88,038.52	91,488.55	95,073.63	98,800.28	102,680.23

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

4K-Pay Range

4L-Pay Range 836

ADMINISTRATIVE LIEUTENANT OF POLICE (1) (2) (3) (4) (5)
POLICE LIEUTENANT (1) (2) (3) (4) (5)

Official Rate Biweekly

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	43.06	44.72	46.45
Biweekly	**3,444.59**	**3,577.84**	**3,716.32**
Annual	89,805.38	93,279.40	96,889.77

Hourly	48.25	50.13	52.07
Biweekly	**3,860.39**	**4,010.02**	**4,165.83**
Annual	100,645.88	104,546.95	108,609.14

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,464.32, $3,597.57, $3,736.06, $3,880.16, $4,029.78, 4,185.58.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,489.00, $3,622.25, $3,760.75, $3,904.80, $4,054.45, $4,210.25.
(5) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,489.84, $3,632.11, $3,770.59, $3,914.70, $4,064.29, $4,220.15.

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

Hourly	40.70	42.27	43.91
Biweekly	**3,255.76**	**3,381.72**	**3,512.59**
Annual	84,882.31	88,166.27	91,578.24

Hourly	45.61	47.38	49.22
Biweekly	**3,648.76**	**3,790.20**	**3,937.46**
Annual	95,128.38	98,815.93	102,655.20

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,274.41, $3,400.35, $3,531.23, $3,667.44, $3,808.85, $3,956.12.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,297.73, $3,423.67, $3,554.58, $3,690.74, $3,832.18, $3,979.45.
(5) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,307.05, $3,433.00, $3,563.89, $3,700.09, $3,841.50, $3,988.78.

Pay Range 4MX

Official Rate Biweekly

Hourly	54.17	55.25	56.36	57.48
Biweekly	**4,333.38**	**4,420.04**	**4,508.45**	**4,598.61**
Annual	112,667.88	114,921.04	117,219.70	119,563.86

BATTALION CHIEF, FIRE (1)

(1) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. The initial appointment of incumbents into these steps will be with DER approval.

4N-Pay Range 839

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

Official Rate Biweekly

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	48.25	50.13	52.07
Biweekly	**3,860.39**	**4,010.02**	**4,165.83**
Annual	100,645.88	104,546.95	108,609.14

Hourly	54.10	56.20	58.39
Biweekly	**4,327.85**	**4,496.39**	**4,671.59**
Annual	112,833.23	117,227.31	121,795.02

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,880.16, $4,029.78, $4,185.58, $4,347.56, $4,516.16, $4,691.32.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,904.80, $4,054.45, $4,210.25, $4,372.24, $4,540.80, $4,716.00.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,914.70, $4,064.29, $4,220.15, $4,382.09, $4,550.68, $4,725.87.

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

Hourly	45.61	47.38	49.22

Biweekly	**3,648.76**	**3,790.20**	**3,937.46**
Annual	95,128.38	98,815.93	102,655.20

Hourly	51.13	53.12	55.19
Biweekly	**4,090.60**	**4,249.91**	**4,415.49**
Annual	106,647.78	110,801.22	115,118.13

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $3,667.44, $3,808.85, $3,956.12, $4,109.22, $4,268.57, $4,434.14.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $3,690.74, $3,832.18, $3,979.45, $4,132.56, $4,291.85, $4,457.46.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $3,700.09, $3,841.50, $3,988.78, $4,141.86, $4,301.21, $4,466.80.

Pay Range 4OX

Official Rate Biweekly

Hourly	57.97	59.13	60.31	61.52
Biweekly	**4,637.73**	**4,730.47**	**4,825.08**	**4,921.58**
Annual	120,580.98	122,992.22	125,452.08	127,961.08

DEPUTY CHIEF, FIRE (1) (2)

(1) 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.
(2) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. The initial appointment of incumbents into these steps will be with DER approval.

4P-Pay Range 842

DEPUTY INSPECTOR OF POLICE (1) (2) (3) (4)

Official Rate Biweekly

Effective Pay Period 1, 2019 (December 30, 2018)

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

Hourly	54.10	56.20	58.39
Biweekly	**4,327.85**	**4,496.39**	**4,671.59**

Annual	112,833.23	117,227.31	121,795.02

Hourly	60.67	63.04	65.51
Biweekly	**4,853.87**	**5,043.41**	**5,240.54**
Annual	126,547.32	131,488.90	136,628.36

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $4,347.56, $4,516.08, $4,691.32, $4,873.59, $5,063.13, $5,260.26.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $4,372.24, $4,540.80, $4,716.00, $4,898.28, $5,087.82, $5,284.93.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $4,382.09, $4,550.68, $4,725.87, $4,908.14, $5,097.68, $5,294.80.

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

Hourly	51.13	53.12	55.19
Biweekly	**4,090.60**	**4,249.91**	**4,415.49**
Annual	106,647.72	110,801.22	115,118.13

Hourly	57.35	59.59	61.92
Biweekly	**4,587.78**	**4,766.92**	**4,953.23**
Annual	119,609.98	124,280.41	129,137.78

(1) Recruitment to be at the 4th step.
(2) Effective Pay Period 1, 2019, an employee who has attained or maintained an associate's degree or 64 credits shall be paid the following biweekly rates: $4,109.22, $4,268.57, $4,434.14, $4,606.42, $4,785.56, $4,971.90.
(3) Effective Pay Period 1, 2019, an employee who has attained or maintained a bachelor's degree shall be paid the following biweekly rates: $4,132.56, $4,291.85, $4,457.46, $4,629.76, $4,808.90, $4,995.20.
(4) Effective Pay Period 1, 2019, an employee who has attained or maintained a master's degree or higher shall be paid the following biweekly rates: $4,141.86, $4,301.21, $4,466.80, $4,639.08, $4,818.23, $5,004.54.

Pay Range 4QX

Official Rate Biweekly

Hourly	46.84	65.57
Biweekly	**3,746.94**	**5,245.97**
Annual	97,420.44	136,395.22

INSPECTOR OF POLICE (1)

(1) Upon implementation of this pay range effective Pay Period 1 of 2017, Inspectors Brunson and Gordon to be paid the biweekly rate of $4,977.20 and Inspector Basting to be paid the biweekly rate of $4,926.20.

Pay Range 4RX

Official Rate Biweekly

Hourly	49.92	69.89
Biweekly	**3,993.89**	**5,591.58**
Annual	103,841.14	145,381.08

ASSISTANT FIRE CHIEF (1)
ASSISTANT CHIEF OF POLICE (3)

(1) An employee appointed to this title will be paid at the step that is higher than the employee's previous rate of pay. An Assistant Fire Chief will advance to the next increment in the following range upon certification by the Fire Chief as having attained the appropriate job performance: $5,020.59; $5,171.20; $5,324.79; $5,481.94; and $5,591.58 biweekly ($130,535.34; $134,451.20; $138,444.54; $142,530.44; and $145,381.08). The initial appointment of incumbents into these steps will be with DER approval.

(3) Recruitment may be at any rate in the pay range with the approval of the Employee Relations Director and the Chair of the Committee on Finance and Personnel.

Pay Range 4SX

Official Rate Biweekly

Hourly	53.22	74.50
Biweekly	**4,257.26**	**5,960.03**
Annual	110,688.76	154,960.78

CHIEF OF POLICE (1)
FIRE CHIEF

(1) Recruitment may be at any rate in the pay range.

SECTION 5: PARAPROFESSIONALS

Pay Range 5AN

Official Rate Biweekly

Hourly	14.32	17.26
Biweekly	**1,145.48**	**1,380.85**
Annual	29,782.48	35,902.10

PUBLIC HEALTH AIDE (1)

(1) Recruitment at $1,187.10 biweekly ($30,864.60).

Pay Range 5BN

Official Rate Biweekly

Hourly	14.68	18.01
Biweekly	**1,174.24**	**1,440.63**
Annual	30,530.24	37,456.38

CLINIC ASSISTANT
COMMUNITY EDUCATION ASSISTANT

Pay Range 5CN

Official Rate Biweekly

Hourly	16.38	19.56
Biweekly	**1,310.28**	**1,564.91**
Annual	34,067.28	40,687.66

DIETETIC TECHNICIAN
MEDICAL ASSISTANT
PARKING ENFORCEMENT OFFICER

Pay Range 5DN

Official Rate Biweekly

Hourly	17.43	20.63
Biweekly	**1,394.31**	**1,650.61**
Annual	36,252.06	42,915.86

FORENSIC IDENTIFICATION PROCESSOR (6)
INTERNET ANALYST (1)
LICENSE SPECIALIST I (3)
POLICE RECORDS SPECIALIST II (4) (5)
WATER LABORATORY TECHNICIAN

(1) Recruitment is at $1,487.52 biweekly ($38,675.52).
(2) Recruitment is at $1,410.96 biweekly ($36,684.96).
(3) Career Ladder Position. Minimum recruitment is at $1,521.77 biweekly ($39,566.02) and may be up to $1,797.06 biweekly ($46,723.56) for current employees with the approval of DER.
(4) Career Ladder Position. Recruitment is at $1,521.77 biweekly ($39,566.02). Employees will advance the next rate in the following range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance: $1,582.64; $1,645.95; and $1,713.29 biweekly ($41,148.64; $42,794.70; and $44,545.54).
(5) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required levels of expertise and performance up to and including the new increment within the probationary period.
(6) To be paid the following rates: $1,521.77 to $1,713.29 biweekly ($39,566.02 to $44,545.54).

Pay Range 5EN

Official Rate Biweekly

Hourly	19.47	22.46
Biweekly	**1,557.72**	**1,797.06**

Annual	40,500.72	46,723.56

ACCOUNTING ASSISTANT III
COMMUNITY SERVICE OFFICER (8)
LEAD PARKING ENFORCEMENT OFFICER
LICENSE SPECIALIST II (1) (4)
OFFICE COORDINATOR
OFFICE COORDINATOR II (3)
PERSONNEL PAYROLL ASSISTANT III (2)
POLICE SERVICES SPECIALIST – INVESTIGATOR (5)
POLICE RECORDS SPECIALIST III (6) (7)
PROGRAM ASSISTANT I
TOW LOT ASSISTANT IV

(1) Career Ladder Position. Recruitment is at $1,636.11 biweekly ($42,538.86). Employee will advance to the next rate in the following range upon certification by the City Clerk of having attained and maintained at all times the level of expertise and demonstrated job performance: $1,701.56; $1,769.61; and $1,840.40 biweekly ($44,240.56; $46,009.86; and $47,850.40).
(2) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of $1,798.15 biweekly ($46,751.90).
(3) Recruitment is at $1,595.65 biweekly ($41,486.90).
(4) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required level of expertise and performance up to and including the new increment within the probationary period.
(5) Employees shall receive an additional ($.65) per hour when they are designated to act as a lead-worker. This additional pay shall not be included in base salary for determining fringe benefits.
(6) Career Ladder Position. Recruitment is at $1,636.11 biweekly ($42,538.86). Employee will advance to the next rate in the following range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance: $1,701.56; $1,769.61; and $1,840.40 biweekly ($44,240.56; $46,009.86; and $47,850.40).
(7) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required levels of expertise and performance up to and including the new increment within the probationary period.
(8) To be paid the following rates: $1,519.91 to $1,786.12 biweekly ($39,517.66 to $46,439.12).

Pay Range 5FN

Official Rate Biweekly

Hourly	19.48	23.20
Biweekly	**1,558.30**	**1,855.70**
Annual	40,515.80	48,248.20

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)
PROGRAM ASSISTANT II (1) (2)

(1) Terri Grote is authorized at the rate of $2,522.97 biweekly ($65,597.22).
(2) Recruitment is at $1,636.11 biweekly ($42,538.86).

Pay Range 5GN

Official Rate Biweekly

Hourly	20.00	24.01
Biweekly	**1,600.39**	**1,921.00**
Annual	41,610.14	49,946.00

ACCOUNTING PROGRAM ASSISTANT III
CITY PAYROLL ASSISTANT – SENIOR
DATABASE SPECIALIST (1)
IT SUPPORT ASSOCIATE (1)

(1) Recruitment is at $1,622.51 biweekly ($42,185.26).

Pay Range 5HN

Official Rate Biweekly

Hourly	21.64	24.72
Biweekly	**1,731.26**	**1,977.23**
Annual	45,012.76	51,407.98

BENEFITS SERVICES SPECIALIST II
CERTIFICATION SERVICES SPECIALIST
ELECTION SERVICES COORDINATOR
LICENSE SPECIALIST III
PAY SERVICES SPECIALIST
WATER BILLING SPECIALIST

Pay Range 5IN

Official Rate Biweekly

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

ADMINISTRATIVE ASSISTANT IV (1)
EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6)
FIRE DISPATCHER (2) (7) (8)
HUMAN RESOURCES ASSISTANT (1)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1)
REVENUE COLLECTION SPECIALIST (1)

WATER PLANT MAINTENANCE ASSISTANT (9) (10) (11)

(1) Recruitment is at $1,837.67 biweekly (47,779.42).
(2) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.
(3) Career Ladder Position. Minimum recruitment is at $1,666.38 biweekly ($43,325.88). An Emergency Communications Operator will advance to the appropriate increment in the following range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance: $1,666.38; $1,782.59; $1,857.90; $1,936.40; $2,018.21; $2,103.48; and $2,192.36 biweekly ($43,325.88; $46,347.34; $48,305.40; $50,346.40; $52,473.46; $54,690.48; and $57,001.36). An Emergency Communications Operator who reaches and remains at step seven for 26 pay periods is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step seven of the career ladder.
(4) Career Ladder Assignments. An Emergency Communications Operator assigned to training duties by the Chief of Police to be paid at the appropriate increment of $2,258.13 or $2,325.87 biweekly ($58,711.38 or $60,472.62) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance. An Emergency Communications Operator assigned to intermittent training duties to be paid an additional 5%.
(5) Career Ladder Assignment. An Emergency Communications Operator assigned to lead duties by the Chief of Police to be paid at the appropriate increment of $2,345.83; $2,469.93; or $2,600.60 biweekly ($60,991.58; $64,218.18; or $67,615.60) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance.
(6) Career Ladder Position. The Emergency Communications Operators listed at the end of this footnote will advance to the appropriate increment in the range listed below upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance: $1,557.72; $1,627.82; $1,692.93; $1,760.65; and $1,831.07 biweekly ($40,500.72; $42,323.32; $44,016.18; $45,776.90; and $47,607.82). If a listed employee reaches and remains at step five for 26 pay periods, that employee is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step five of the career ladder. If a listed employee is assigned to training duties by the Chief of Police, that employee is to be paid at the appropriate increment of $1,886.01 or $1,942.59 biweekly ($49,036.26 or $50,507.34) upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance. A listed employee assigned to intermittent training duties to be paid an additional 5%. Employee with this provision include: Daphynie Barbee-Matthews, Deborah Benavides, Jennifer Boylen, Shemeka Campbell, Sherrel Cannon, Michelle Cowan, Marilyn Dejohnett, Beatriz Ferreira, Tenine Fleck, Katherine Fulfer, Yvonne Gagliano-Williams, Katrina Gardner, David Grycowski, Kristin Gutkowki, Jessica Klos, Diana Lebron, David Lussier, Margaret Marr, Rose McCulla, Loreal McKinley, Bonnie Muzia, Timeka Parker, Lina Ramirez, Willie Mae Ray, Vanessa Reed, Corliss Shaw, Nicole Sprewer, Regenia Thomas Love, Jamaica Thompson, Aimee Tolefree, Patrice Toliver, Tina Torrez Cruz, Yvonne Williams, Cindy Wirth, Jasmine Words.
(7) Career Ladder Position. Minimum recruitment is at $1,666.38 biweekly ($43,325.88). A Fire Dispatcher will advance to the appropriate increment in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: $1,666.38; $1,782.59; $1,877.25; $1,976.93; $2,081.90; and $2,192.36 biweekly ($43,325.88; $46,347.43; $48,808.38; $51,400.11; $54,129.45; and $57,001.38). A Fire Dispatcher who reaches and remains at step six for 26 pay periods is eligible to receive a 2% lump sum if they otherwise meet the criteria at or above step six of the career ladder.

(8) Career Ladder Assignments. A Fire Dispatcher assigned to lead duties by the Fire Chief to be paid at the appropriate increment of $2,258.13 or $2,325.88 biweekly ($58,711.42 or $60,472.77) upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance. A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid $2,345.83 biweekly ($60,991.58) while on that assignment.

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

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

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

Pay Range 5JN

Official Rate Biweekly

Hourly	22.64	27.47
Biweekly	**1,811.34**	**2,197.84**
Annual	47,094.84	57,143.84

ADMINISTRATIVE SERVICES COORDINATOR (1)
ELECTION SERVICES FIELD COORDINATOR
PARALEGAL

(1) Recruitment is at $1,897.83 biweekly ($49,343.58).

Pay Range 5KN

Official Rate Biweekly

Hourly	23.49	28.52
Biweekly	**1,878.87**	**2,281.66**
Annual	48,850.62	59,323.16

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6AN

Official Rate Biweekly

Hourly	14.03	14.75
Biweekly	**1,122.31**	**1,179.68**
Annual	29,180.06	30,671.68

POLICE SERVICES SPECIALIST

Pay Range 6BN
Official Rate Biweekly

Hourly	11.27	15.57
Biweekly	**901.43**	**1,245.43**
Annual	23,437.18	32,381.18

FIRE CADET
POLICE AIDE

Pay Range 6CN
Official Rate Biweekly

Hourly	12.64	15.82
Biweekly	**1,011.43**	**1,265.78**
Annual	26,297.18	32,910.28

COURT SERVICES ASSISTANT I
LIBRARY TECHNICIAN I
OFFICE ASSISTANT I
RECORDS TECHNICIAN I

Pay Range 6DN
Official Rate Biweekly

Hourly	14.09	16.56
Biweekly	**1,127.16**	**1,324.82**
Annual	29,306.16	34,445.32

Pay Range 6EN
Official Rate Biweekly

Hourly	13.59	17.27
Biweekly	**1,087.19**	**1,381.63**
Annual	28,266.94	35,922.38

COURT SERVICES ASSISTANT II (1)
HEALTH ACCESS ASSISTANT I (1)
HEALTH SERVICES ASSISTANT I (1)
LIBRARY CIRCULATION ASSISTANT I
LIBRARY TECHNICIAN II (1)
OFFICE ASSISTANT II (1)
OFFICE CLERK II (1)
RECORDS TECHNICIAN II (1)

(1) Recruitment is at $1,174.19 biweekly ($30,528.94).

Pay Range 6FN

Official Rate Biweekly

Hourly	14.74	18.46
Biweekly	**1,179.38**	**1,477.16**
Annual	30,663.88	38,406.16

AUDIO MACHINE TECHNICIAN (4)
COMMUNICATIONS ASSISTANT I (1) (3)
COURT SERVICES ASSISTANT III (4)
CUSTOMER SERVICE REPRESENTATIVE I (4)
DUPLICATING EQUIPMENT OPERATOR I
HEALTH ACCESS ASSISTANT II (4)
HEALTH SERVICES ASSISTANT II (4)
LIBRARY CIRCULATION ASSISTANT II (3)
LIBRARY TECHNICIAN III (4)
MAIL PROCESSOR
OFFICE ASSISTANT III (4)
POLICE RECORDS SPECIALIST I (5) (6)
TOW LOT ASSISTANT I (3)
TRANSCRIPTIONIST III (2)
UCC CUSTOMER SERVICE REPRESENTATIVE I (3)

(1) Employees employed at the Milwaukee Public Library shall be eligible to be paid a special increment of $1,469.54 biweekly ($38,208.04) after completing one year at $1,440.63 biweekly ($37,456.38).
(2) To be paid the following biweekly rates: $1,276.46 to $1,482.77 ($33,187.96 to $38,552.02).
(3) Recruitment is at $1,233.69 biweekly ($32,075.94).
(4) Recruitment is at $1,335.26 biweekly ($34,716.76).
(5) Career Ladder Position. Recruitment is at $1,335.26 biweekly ($34,716.76). Employee will advance to the next rate in the following range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance: $1,422.05; $1,514.48; and $1,612.93 biweekly ($36,973.30; $39,376.48; and $41,936.18).
(6) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new pay range that is higher than the employee's current rate. The employee must achieve all required level of expertise and performance up to and including the new increment within the probationary period.

Pay Range 6GN

Official Rate Biweekly

Hourly:	16.33	19.20
Biweekly:	**1,306.78**	**1,536.25**
Annual:	33,976.28	39,942.50

ACCOUNTING ASSISTANT I (1)
ADMINISTRATIVE ASSISTANT I (1)
CLAIMS PROCESSOR I (1)
COMMUNICATIONS ASSISTANT II (1)

COPY CATALOGING TECHNICIAN I (2)
CUSTOMER SERVICE REPRESENTATIVE II (1)
DUPLICATING EQUIPMENT OPERATOR II (1)
INVENTORY ASSISTANT I
INVENTORY CONTROL ASSISTANT I
PERSONNEL PAYROLL ASSISTANT I (1)
TOW LOT ASSISTANT II (1)
UCC CUSTOMER SERVICE REPRESENTATIVE II (1)

(1) Recruitment is at $1,394.31 biweekly ($36,252.06).
(2) Recruitment is at $1,366.32 biweekly ($35,524.32).

Pay Range 6HN

Official Rate Biweekly

Hourly	17.83	20.13
Biweekly	**1,426.14**	**1,610.13**
Annual	37,079.64	41,863.38

ACCOUNTING ASSISTANT II (2)
ACCOUNTING PROGRAM ASSISTANT I
ADMINISTRATIVE ASSISTANT II (2)
ARCHIVES TECHNICIAN (2)
COMMUNICATIONS ASSISTANT III (2)
COPY CATALOGING TECHNICIAN II (2)
COURT SERVICES ASSISTANT IV (2)
CUSTOMER SERVICE REPRESENTATIVE III (2) (4)
INVENTORY ASSISTANT II (1)
INVENTORY CONTROL ASSISTANT II
INVENTORY CONTROL ASSISTANT III (2)
LIBRARY CIRCULATION ASSISTANT III (2)
OFFICE ASSISTANT IV (2)
PERSONNEL PAYROLL ASSISTANT II (2)
POLICE DISTRICT ADMINISTRATIVE ASSISTANT (2)
TELLER (2) (3)
TOW LOT ASSISTANT III (2)
UCC CUSTOMER SERVICE REPRESENTATIVE III (2)

(1) Recruitment is at $1,440.63 biweekly ($37,456.38).
(2) Recruitment is at $1,455.01 biweekly ($37,830.26).
(3) Paula Look is authorized at the rate of $1,668.88 biweekly ($43,390.88).
(4) An employee in DPW-Water Works who is designated by the Water Works Superintendent to be a lead worker shall receive an additional 5% while performing those functions.

Pay Range 6IN

Official Rate Biweekly

Hourly	17.76	20.83
Biweekly	**1,420.57**	**1,666.74**

Annual	36,934.82	43,335.24

EQUIPMENT PARTS ASSISTANT
FIELD HEADQUARTERS COORDINATOR
INVENTORY ASSISTANT III

Pay Range 6JN

Official Rate Biweekly

Hourly	16.75	21.42
Biweekly	**1,340.34**	**1,713.29**
Annual	34,848.84	44,545.54

COMMUNICATIONS ASSISTANT IV (1)(4)
INVENTORY ASSISTANT IV (2)
INVENTORY CONTROL ASSISTANT IV (2)
LEAD EQUIPMENT PARTS ASSISTANT (2)
LEGAL OFFICE ASSISTANT (3)
UCC CUSTOMER SERVICE REPRESENTATIVE IV (1)

(1) Recruitment is at $1,523.51 biweekly ($39,611.26).
(2) Recruitment is at $1,521.77 biweekly ($39,566.02).
(3) Recruitment is at $1,523.51 biweekly ($39,611.26). Rate is $1,569.22 biweekly ($40,799.72) upon completion of probation.
(4) To receive an additional 5% when assigned citation review functions.

Pay Range 6KN

Official Rate Biweekly

Hourly	18.57	21.82
Biweekly	**1,485.73**	**1,745.79**
Annual	38,628.98	45,390.54

ACCOUNTING PROGRAM ASSISTANT II (1)
ADMINISTRATIVE SERVICES ASSISTANT (1) (2)
CITY PAYROLL ASSISTANT (1)
CLAIMS PROCESSOR II (1)
COMMUNICATIONS ASSISTANT V (1)

(1) Recruitment is at $1,557.72 biweekly ($40,500.72).
(2) Marcia Borzynski is authorized at the rate of $1,813.88 biweekly ($47,160.88).

Pay Range 6LN

Official Rate Biweekly

Hourly	19.47	22.46
Biweekly	**1,557.72**	**1,797.06**
Annual	40,500.72	46,723.56

INVENTORY ASSISTANT V

LEGAL OFFICE ASSISTANT – SENIOR (1)

(1) Recruitment is at $1,653.85 biweekly ($43,000.10).

Pay Range 6MN

Official Rate Biweekly

Hourly	20.00	24.01
Biweekly	**1,600.39**	**1,921.00**
Annual	41,610.14	49,946.00

Pay Range 6NN

Official Rate Biweekly

Hourly	18.57	24.78
Biweekly	**1,485.71**	**1,982.58**
Annual	38,628.46	51,547.08

CODE INFORMATION SPECIALIST (1)
DOCKETING SPECIALIST (1)
LEGAL OFFICE ASSISTANT – LEAD (1)
MUNICIPAL COURT CLERK I (1)
TAX ENFORCEMENT SPECIALIST (1)

(1) Recruitment is at $1,731.26 biweekly ($45,012.76).

Pay Range 6ON

Official Rate Biweekly

Hourly	23.72	27.09
Biweekly	**1,897.83**	**2,166.94**
Annual	49,343.58	56,340.44

DOCKETING SPECIALIST – SENIOR
MUNICIPAL COURT CLERK II

SECTION 7: SKILLED CRAFT

Pay Range 7AN

Official Rate Biweekly

Hourly	16.06	18.79
Biweekly	**1,284.67**	**1,503.34**
Annual	33,401.42	39,086.84

URBAN FORESTRY SPECIALIST TRAINEE (1)

(1) Career Ladder Position. Recruitment up to $1,400.24 biweekly ($36,406.24) with credentials/experience and with the approval of DER.

Pay Range 7BN

Official Rate Biweekly

Hourly	17.01	20.60
Biweekly	**1,360.60**	**1,647.78**
Annual	35,375.60	42,842.28

BUILDING MAINTENANCE MECHANIC I (1) (2) (3) (6)
EQUIPMENT MECHANIC I (6) (7)
FIRE MECHANIC HELPER (4) (5)

(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 Citywide.
(2) Positions in the Police Department receive 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) The highest increment attainable is $1,576.73 biweekly ($40,994.98).
(5) An employee assigned to Inventory Control Assistant III responsibilities for a shift shall receive an additional sixty cents ($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.
(6) Recruitment is at $1,475.00 biweekly ($38,350.00).
(7) One Equipment Mechanic I position in the DPW-Forestry Section who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one increment in the pay range. If at $1,628.85 biweekly ($42,350.10), will advance to $1,659.41 biweekly ($43,144.66).

Pay Range 7CN

Official Rate Biweekly

Hourly	19.31	21.82
Biweekly	**1,544.61**	**1,745.79**
Annual	40,159.86	45,390.54

BUILDING MAINTENANCE MECHANIC II (1) (2) (3) (4)
EQUIPMENT MECHANIC II
EQUIPMENT MECHANIC III (4) (5)
HEATING AND VENTILATING MECHANIC I (3) (4)
URBAN FORESTRY ARBORIST APPRENTICE (6)

(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 Citywide.

(2) Positions in the Police Department receive 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) Recruitment is at $1,563.04 biweekly ($40,639.04).
(5) Career Ladder Position in Forestry. Employees in the Forestry Section will advance 2% of base pay up to $1,771.35 biweekly ($46,055.10) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $1,806.77 biweekly ($46,976.02) when they attain and maintain both of the two primary certifications.
(6) Career Ladder and Apprenticeship Position. Recruitment is at $1,284.67 biweekly ($33,401.42). At the completion of probation, an employee will advance to $1,622.61 biweekly ($42,187.86). Employees will continue to advance 2% of base pay up to a maximum of $1,756.37 biweekly ($45,665.50) upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $1,845.60 biweekly ($47,985.49) when they attain and maintain both of the two primary certifications. Employees at the maximum rate of the pay range are not eligible for a lump sum payment. An employee appointed as an Urban Forestry Arborist Apprentice with a biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the requirements of the apprentice training program equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.

Pay Range 7DN

Official Rate Biweekly

Hourly	17.94	22.39
Biweekly	**1,435.16**	**1,791.04**
Annual	37,314.16	46,567.04

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

(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 $1,750.92 biweekly ($45,523.92) shall advance to $1,800.85 biweekly ($46,822.10).
(3) An employee may be eligible to attain $1,767.21 biweekly ($45,947.46) after completing one year of service at $1,700.17 biweekly ($44,204.42) and after meeting established requirements. These requirements shall be established by the Fire Department.

(4) An employee shall be recruited at $1,584.05 biweekly ($41,185.30) 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 that possesses one of the above listed associate degrees shall advance to $1,584.05 biweekly ($41,185.30).
(5) An employee assigned to underfill as a Fire Equipment Compressed Air Technician or Fire Equipment Machinist for a shift shall receive an additional sixty ($.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.
(6) Recruitment is at $1,566.27 biweekly ($40,723.02).
(7) Recruitment is at $1,603.83 biweekly ($41,699.58).
(8) Recruitment is at $1,508.47 biweekly ($39,220.22).
(9) Recruitment is at $1,478.22 biweekly ($38,433.72) for candidates with at least three years of related experience and at $1,522.56 biweekly ($39,586.56) for candidates with at least four years of related experience.

Pay Range 7EN

Official Rate Biweekly

Hourly	19.54	22.63
Biweekly	**1,563.08**	**1,810.65**
Annual	40,640.08	47,076.90

EMERGENCY VEHICLE EQUIPMENT INSTALLER (7) (8)
EQUIPMENT MECHANIC IV
FIRE MECHANIC I (1) (3) (4) (12)
FLEET EQUIPMENT SERVICE WRITER (8) (9)
NURSERY SPECIALIST (10) (11)
VEHICLE SERVICES TECHNICIAN I (2) (3) (4) (5)
WATER METER SPECIALIST (6)

(1) Career Ladder Position. Minimum recruitment is at $1,734.48 biweekly ($45,096.48) and may be up to $1,874.02 biweekly ($48,724.52) based upon credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance: $1,734.48; $1,763.97; $1,793.96; $1,824.45; $1,855.47; and $1,874.02 ($45,096.48; $45,863.22; $46,642.96; $47,435.70; $48,242.22; and $48,724.52).
(2) Career Ladder Position. Minimum recruitment is at $1,629.50 biweekly ($42,367.00) and may be up to $1,734.48 based upon credentials with the approval of DER. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: $1,629.50; $1,663.76; $1,698.76; $1,734.48; and $2,063.40 ($42,367.00; $43,257.76; $44,167.76; $45,096.48; and $53,648.40).
(3) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee's prior rate is higher than the appropriate increment, the employee will retain their previous rate.
(4) Career Ladder Position. An employee promoted into this title will receive the pay increment in the new footnoted pay range that is higher than the employee's current rate. The employee must

achieve all required credentials up to and including the new increment within the probationary period.

(5) Career Ladder Position. An employee assigned to field service mechanic, fleet equipment inspector, or automotive mechanic lead worker responsibilities will receive an additional 3% hourly when performing that work.

(6) Recruitment is at $1,622.61 biweekly ($42,187.86).

(7) To be paid in the following rates: $1,585.56 to $1,836.70 biweekly ($41,224.56 to $47,754.20). Recruitment is at $1,633.13 biweekly ($42,461.38) for candidates with at least three years of related experience and at $1,682.11 biweekly ($43,734.86) for candidates with at least four years of related experience.

(8) Employees shall receive an additional 3% when designated to act as a lead worker.

(9) An employee will advance 1% biweekly upon certification by the Commissioner of Public Works as having attained and maintained the required credentials and demonstrated job performance.

(10) Career Ladder Position. Recruitment is at $1,622.61 biweekly ($42,187.86). Employees in the Forestry Section will advance 2% of base pay up to $1,845.58 biweekly ($47,985.08) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $1,882.46 biweekly ($48,943.96) when they attain and maintain both of the two primary certifications.

(11) Career Ladder Position. One assignment as lead worker to be paid an additional 3% biweekly.

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

Pay Range 7FN

Official Rate Biweekly

Hourly	18.82	23.27
Biweekly	**1,505.30**	**1,861.63**
Annual	39,137.80	48,402.38

ELECTRICAL WORKER
HEATING AND VENTILATING MECHANIC III (3)
LEAD EQUIPMENT MECHANIC (1) (4)
PRINTER (2)

(1) Career Ladder Position in Forestry. Recruitment is at $1,649.23 biweekly ($42,879.98). Employees in the Forestry Section will advance 2% of base pay up to $1,890.58 biweekly ($49,155.08) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $1,928.38 biweekly ($50,137.88) when they attain and maintain both of the two primary certifications.

(2) Recruitment is at $1,576.16 biweekly ($40,980.16).

(3) Recruitment is at $1,669.25 biweekly ($43,400.50).

(4) Recruitment is at $1,649.23 biweekly ($42,879.98) for title in Infrastructure.

Pay Range 7GN

Official Rate Biweekly

Hourly	19.76	24.35
Biweekly	**1,580.63**	**1,948.03**
Annual	41,096.38	50,648.78

FIRE EQUIPMENT REPAIRER II (1) (2)
MACHINERY TECHNICIAN (3)

(1) Employees occupying this position on August 21, 1988, may attain $1,853.23 through the process described in Fire Department Guidelines.
(2) An employee assigned to Fire Building and Equipment Maintenance Specialist duties for a shift shall receive an additional sixty cents ($.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.
(3) Recruitment is at $1,709.95 biweekly ($44,458.70).

Pay Range 7HN

Official Rate Biweekly

Hourly	20.08	25.02
Biweekly	**1,606.68**	**2,001.89**
Annual	41,773.68	52,049.14

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (1) (6) (9)
AUTOMOTIVE ELECTRICIAN (1) (6) (9)
ELECTRICAL SERVICES WELDER (7)
FIRE BUILDING AND EQUIPMENT MAINTENANCE SPECIALIST
FIRE EQUIPMENT COMPRESSED AIR TECHNICIAN
FIRE EQUIPMENT MACHINIST
FIRE EQUIPMENT WELDER (2) (3) (4)
FIRE MECHANIC II (1) (6) (13) (14)
FIRE MECHANIC III (1) (6) (14) (15)
FLEET SERVICES WELDER (1) (6) (10)
FLUID POWER SYSTEMS TECHNICIAN (1) (6) (11)
METAL FABRICATOR (5)
URBAN FORESTRY SPECIALIST (12) (16)
VEHICLE SERVICES TECHNICIAN II (1) (6) (8) (9)

(1) Career Ladder Position. An employee transferred into this title will be placed in the increment that corresponds with demonstrated credentials with the approval of DER. If the employee's prior rate is higher than the appropriate increment, the employee will retain their previous rate.
(2) Requirement for advancement to $2,001.89 biweekly ($52,049.14) 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 $2,001.89 biweekly ($52,049.14).
(3) Employees shall be eligible to receive for all hours of active service, an additional twenty five cents ($.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 $2,001.89 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 $1,743.35 biweekly ($45,327.10).

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

(7) Recruitment is at $1,757.10 biweekly ($45,684.60).

(8) Career Ladder Position. An employee assigned to field service mechanic, fleet equipment inspector, or automotive mechanic lead worker responsibilities will receive an additional 3% hourly when assigned that work.

(9) Career Ladder Position. Recruitment is at $1,821.20 biweekly ($47,351.20). Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: $1,821.20; $1,859.50; $1,898.60; $1,938.51; $1,979.29; $2,020.91; and $2,063.40 biweekly ($47,351.20; $48,347.00; $49,363.60; $50,401.26; $51,461.54; $52,543.66; and $53,648.40).

(10) Career Ladder Position. Recruitment is at $1,649.23 biweekly ($42,879.98) and may be up to $1,756.47 biweekly ($45,668.22) based upon credentials with the approval of the Department of Employee Relations. Employees will advance to the next rate in the following range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance: $1,649.23, $1,702.02, $1,756.47, $1,812.66, $1,870.70, $1,930.55, and $2,001.89 biweekly ($42,879.98; $44,252.52; $45,668.22; $47,129.16; $48,638.20; $50,194.30; and $52,049.14).

(11) Career Ladder Position. Recruitment is at $1,821.20 biweekly ($47,351.20). Employees will advance to the next rate in the following range upon certification by the Commissioner of Public works of having attained and maintained at all times the required credentials and demonstrated job performance: $1,821.20; $1,859.50; $1,898.60; $1,938.51; $1,979.29; $2,020.91; $2,063.40; and $2,106.80 biweekly ($47,351.20; $48,347.00; $49,363.60; $50,401.26; $51,461.54; $52,543.66; $53,648.40; and $54,776.80). Fluid Power Systems Technician title is a promotional opportunity for other Fleet Services titles in Pay Range 7HN.

(12) Career Ladder Position. Recruitment is at $1,730.77 biweekly ($45,000.02). Employees in the Forestry Section will advance 2% of base pay up to $2,001.89 biweekly ($52,049.14) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $2,041.92 biweekly ($53,089.92) when they attain and maintain both of the two primary certifications. The following employees are to be paid a base rate in the range of $1,622.61 to $2,001.89 biweekly ($42,187.86 to $52,049.14): Peter Anderson, Ryan Bagley, Dustin Batterman, William Bond, Kevin Boothby, Alistair Boyle, Cassandra Brayton, Michael Brennan, Craig Burnett, Johnny Burnett, Kevin Cerda, Alec Cournia, Mickey Critton Sr., Jonah del Moral, Jeffrey Dollhopf, Thomas Hanson, Tyrone Harper, Jarred Hoover, Matthew Kettner, Mitchell Kulis, Joshua Loeb, Noah Macek, Shawn McPhail, Matthew Nechodomu, Joshua Oettiker, Jerry Parker, Dane Rasmussen,

Justin Reineke, Elliot Revels, Jessamyn Rideaux-Crenshaw, Andrew Riese, Elton Rogers, Michael Salinas, Michael Schoeller, Stephen Suminski Jr., Christopher Szymanski, Aaron Taylor, Joshua Tybring, Chad Vance, Bryan Wendelberger, Justin Williamsen, Ryan Zizzo.

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

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

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

(16) Career Ladder Position. Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.

Pay Range 7IN

Official Rate Biweekly

Hourly	23.25	27.10
Biweekly	**1,859.93**	**2,167.86**
Annual	48,358.18	56,364.36

AUTOMOTIVE MACHINIST (2)
MACHINIST I
NURSERY CREW LEADER (1) (7)
PAINTER (4) (5) (6)
URBAN FORESTRY CREW LEADER (1) (3)

(1) Career Ladder Position. Recruitment is at $1,979.77 biweekly ($51,474.02) Employees in the Forestry Section will advance 2% of base pay up to $2,217.58 biweekly ($57,657.08) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and for Urban Forestry Crew Leader additional 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $2,261.92 ($58,809.92) when they attain and maintain both of the two primary certifications.

(2) Recruitment is at $1,869.95 biweekly ($48,618.70).

(3) Career Ladder Position. Up to six project or leadworker assignments to be paid an additional 3% biweekly.

(4) 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.

(5) 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.

(6) Recruitment is at $2,167.86 biweekly ($56,364.36).

(7) Career Ladder Position. One assignment performing greenhouse oversight to be paid an additional 3% biweekly.

Pay Range 7JN

Official Rate Biweekly

Hourly	22.88	27.83
Biweekly	**1,830.32**	**2,226.04**
Annual	47,588.32	57,877.04

ELECTRICAL SERVICES BLACKSMITH (2)
ELECTRICAL SERVICES MACHINIST I (2)
MACHINE REPAIRPERSON
PAINTER LEADWORKER, HOUSE (3) (4) (5)
PAINTER, BRIDGE AND IRON (6)
PORT OPERATIONS TECHNICIAN (7)
WATER PLANT STEAMFITTER/HVAC SPECIALIST (1)

(1) Recruitment may be authorized up to $2,044.70 biweekly ($53,162.20) with the approval of DER.
(2) Recruitment is at $1,929.82 biweekly ($50,175.32).
(3) 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.
(4) 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.
(5) Recruitment is at $2,198.57 biweekly ($57,162.82).
(6) Recruitment is at $2,226.04 biweekly ($57,877.04).
(7) Career Ladder Position. Minimum recruitment is at $1,487.87 biweekly ($38,684.62) and may be at any rate in the range based upon experience and credentials with the approval of DER. Employees will advance 2% of base pay up to a maximum of $2,244.00 biweekly ($58,344.00) upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder.

Pay Range 7KN

Official Rate Biweekly

Hourly	27.97	28.55
Biweekly	**2,237.49**	**2,284.22**
Annual	58,174.74	59,389.72

CARPENTER (1) (2)
CEMENT FINISHER (1) (4)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (6)
PAINTER LEADWORKER, BRIDGE AND IRON (3) (5)
SIGN AND MARKING TECHNICIAN (7)

(1) Employees in this job classification 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.
(2) Recruitment is at $2,284.22 biweekly ($59,389.72).
(3) 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.
(4) Recruitment is at $2,251.90 biweekly ($58,549.40).
(5) Recruitment is at $2,240.58 biweekly ($58,255.08).
(6) Apprenticeship Position. An employee will advance through the following increments after 2,080 hours of work at each increment: $1,278.73; $1,534.48; $1,918.10; and $2,301.72 biweekly ($33,246.98; $39,896.48; $49,870.60; and $59,844.72). Recruitment is at the minimum increment. These increments represent 50%, 60%, 75% and 90% of the biweekly probationary increment rate for Municipal Services Electrician, respectively. An employee appointed as a Municipal Services Electrician Apprentice with biweekly rate of pay higher than the minimum rate for an apprentice shall retain the higher rate of pay or the maximum of the pay range, whichever is lower. The employee shall retain this rate of pay until such time as the increment of the apprentice pay range to which the employee is entitled by virtue of the employee's years of service as an apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable increment that equals or exceeds the employee's former rate of pay.
(7) Recruitment is at $2,257.46 biweekly ($58,693.96).

Pay Range 7LN

Official Rate Biweekly

Hourly	24.00	29.17
Biweekly	**1,920.02**	**2,333.20**
Annual	49,920.52	60,663.20

MACHINIST II (1)
URBAN FORESTRY TECHNICIAN (2) (3)

(1) Recruitment is at $1,995.91 biweekly ($51,893.66).
(2) Career Ladder Position. Recruitment is at $2,028.83 biweekly ($52,749.58). Employees in the Forestry Section will advance 2% of base pay up to $2,404.69 biweekly ($62,521.94) upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies (2% lump sum if paid at the maximum of the range). Employee may advance 2% of base pay each for attaining and maintaining up to two primary certifications and 1% of base pay for attaining and maintaining one secondary certification. Employees may advance up to $2,439.46 biweekly ($63,425.96) when they attain and maintain both of the two primary certifications.
(3) Career Ladder Position. One assignment in Contract Administration to be paid an additional 3% biweekly.

Pay Range 7MN

Official Rate Biweekly

Hourly	29.70	30.29
Biweekly	**2,376.33**	**2,423.19**
Annual	61,784.58	63,002.94

CARPENTER LEADWORKER (2) (4)
IRONWORKER (2)

(2) Employees in job classifications 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) Recruitment is at $2,412.69 biweekly ($62,729.94).
(4) Recruitment is at $2,407.03 biweekly ($62,582.78).

Pay Range 7NN

Official Rate Biweekly

Hourly	30.89
Biweekly	**2,470.86**
Annual	64,242.36

Pay Range 7ON

Official Rate Biweekly

Hourly	31.61	31.65
Biweekly	**2,529.04**	**2,532.27**
Annual	65,755.04	65,839.02

CARPENTER SUPERVISOR (1)
IRONWORKER SUPERVISOR (1) (2)

(1) Employees in this job classification 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.
(2) Recruitment is at $2,532.27 biweekly ($65,839.02).

Pay Range 7PN

Official Rate Biweekly

Hourly	25.81	33.21
Biweekly	**2,064.84**	**2,656.49**
Annual	53,685.84	69,068.74

Pay Range 7QN

Official Rate Biweekly

Hourly	33.67	33.90
Biweekly	**2,693.87**	**2,711.65**
Annual	70,040.62	70,502.90

BRICKLAYER, BUILDINGS (1)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3)
MUNICIPAL SERVICES ELECTRICIAN (4) (5)

SEWER MASON (1)

(1) Employees in this job classification 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.
(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 $2,799.20 biweekly ($72,779.20).
(3) Recruitment is at $2,711.65 biweekly ($70,502.90).
(4) Employees to be paid in the range of $2,429.59 to $2,777.74 biweekly ($63,169.34 to $72,221.24). An employee shall advance to a probationary increment of $2,557.46 biweekly ($66,493.96) following successful completion of the probationary period. An employee who has successfully completed the City of Milwaukee Municipal Services Electrician Apprentice program shall receive the probationary increment as the starting rate of pay.
(5) An employee shall be paid an additional $1.50 per hour when designated to hold the Type C Contractor's Electrical License for the City. An employee shall be paid an additional $1.50 per hour when assigned as a Crew Chief, Duty Electrician, Designated Electrician, Dispatcher, or to rotating telephone switch maintenance duties.

Pay Range 7RN

Official Rate Biweekly

Hourly	31.89	39.93
Biweekly	**2,551.03**	**3,194.38**
Annual	66,326.78	83,053.88

WATER WORKS STEAMFITTER (1)

(1) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8AN

Official Rate Biweekly

Hourly	15.20	15.55
Biweekly	**1,215.64**	**1,244.17**
Annual	31,606.64	32,348.42

Pay Range 8BN

Official Rate Biweekly

Hourly	14.00	17.33
Biweekly	**1,119.82**	**1,386.74**
Annual	29,115.32	36,055.24

Pay Range 8CN

Official Rate Biweekly

Hourly	15.10	17.85
Biweekly	**1,208.02**	**1,428.17**
Annual	31,408.52	37,132.42

Pay Range 8DN

Official Rate Biweekly

Hourly	16.28	19.45
Biweekly	**1,302.21**	**1,555.77**
Annual	33,857.46	40,450.02

CITY LABORER (8) (13)
CUSTODIAL WORKER II – CITY LABORER (1) (2) (3) (4) (5) (6) (7) (10)
GARAGE ATTENDANT (4) (9) (11)
LOCATOR TECHNICIAN (12)
SANITATION YARD ATTENDANT (11)
TOW LOT ATTENDANT (11)

(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 $1,567.43 biweekly ($40,753.18).
(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 backup 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 $1,567.43 biweekly ($40,753.18).
(8) Recruitment is at $1,208.02 biweekly ($31,408.52). An employee who successfully passes a 9-month probation period and meets standards on a performance review to receive $1,292.58 biweekly ($33,607.09). An employee who completes 2,080 hours in this title and meets standards on a performance review to receive $1,417.02 biweekly ($36,842.52).
(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) Recruitment is at $1,403.06 biweekly ($36,479.56).
(11) Recruitment is at $1,417.02 biweekly ($36,842.52).
(12) Recruitment is at $1,292.58 biweekly ($33,607.09) and probationary increment is at $1,417.02 biweekly ($36,842.52).

(13) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional $.60 per hour.

Pay Range 8EN

Official Rate Biweekly

Hourly	17.83	19.98
Biweekly	**1,426.14**	**1,598.64**
Annual	37,079.64	41,564.64

CART MAINTENANCE TECHNICIAN (3)
CUSTODIAL WORKER III (4)
DELIVERY DRIVER
LABORER (ELECTRICAL SERVICES) (1) (4) (5)
SEWER LABORER I (4)
URBAN FORESTRY LABORER (2) (4)
WATER DISTRIBUTION LABORER (4)

(1) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.
(2) 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 $1,618.17 biweekly ($42,072.42).
(3) Recruitment is at $1,458.61 biweekly ($37,923.86).
(4) Recruitment is at $1,442.40 biweekly ($37,502.40).
(5) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional $.60 per hour.

Pay Range 8FN

Official Rate Biweekly

Hourly	18.44	20.83
Biweekly	**1,475.00**	**1,666.74**
Annual	38,350.00	43,335.24

CEMENT FINISHER HELPER (4)
GARAGE CUSTODIAN (1)
HEAVY EQUIPMENT LUBRICATOR (4)
INFRASTRUCTURE REPAIR WORKER (7)
SELF-HELP YARD ATTENDANT
SEWER LABORER II (4)
SPECIAL FLEET SERVICES LABORER (2) (4)
TIRE REPAIR WORKER I
TOW LOT CREW LEADER
UTILITY CREW WORKER (4)
VEHICLE SERVICES ASSISTANT (3)
WATER DISTRIBUTION REPAIR WORKER I
WATER PLANT LABORER (5)

(1) Recruitment is at $1,508.47 biweekly ($39,220.22).
(2) This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves tow truck duties.
(3) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents ($.50) per hour.
(4) Recruitment is at $1,491.73 biweekly ($38,784.98).
(5) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents ($0.68) per hour.
(7) Effective Pay Period 16 (July 30, 2017) an employee assigned to perform crosswalk and special purpose line painting to be paid an additional $.60 per hour.

Pay Range 8GN

Official Rate Biweekly

Hourly	18.82	21.35
Biweekly	**1,505.90**	**1,707.66**
Annual	39,153.40	44,399.16

BRIDGE OPERATOR (1) (3)
SEWER CREW LEADER I (2)
SPECIAL LABORER (ELECTRICAL SERVICES) (2)
TIRE REPAIR WORKER II (2)
TRAFFIC SIGN WORKER II (2)
UTILITY WORKER (ELECTRICAL SERVICES) (2)

(1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of $0.50 per hour.
(2) Recruitment is at $1,544.61 biweekly ($40,159.86).
(3) Recruitment is at $1,539.25 biweekly ($40,020.50).

Pay Range 8HN

Official Rate Biweekly

Hourly	19.54	22.12
Biweekly	**1,563.04**	**1,769.55**
Annual	40,639.04	46,008.30

SEWER CREW LEADER II
SEWER FIELD INVESTIGATOR (1)

(1) Recruitment is at $1,581.50 biweekly ($41,119.00).

Pay Range 8IN

Official Rate Biweekly

Hourly	19.54	22.63
Biweekly	**1,563.08**	**1,810.65**
Annual	40,640.08	47,076.90

BRIDGE OPERATOR LEAD WORKER (1) (2)

INFRASTRUCTURE REPAIR CREW LEADER (3)
WATER DISTRIBUTION UTILITY INVESTIGATOR
WATER METER INVESTIGATOR (4)

(1) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of $0.50 per hour.
(2) Recruitment is at $1,620.74 biweekly ($42,139.24).
(3) Recruitment is at $1,603.83 biweekly ($41,699.58).
(4) Recruitment is at $1,595.65 biweekly ($41,486.90).

Pay Range 8JN

Official Rate Biweekly

Hourly	20.62	23.19
Biweekly	**1,649.23**	**1,855.48**
Annual	42,879.98	48,242.48

SEWER EXAMINER II

Pay Range 8KN

Official Rate Biweekly

Hourly	19.54	25.48
Biweekly	**1,563.20**	**2,038.47**
Annual	40,643.20	53,000.22

OPERATIONS DRIVER WORKER (1) (2) (3) (4)
SEWER REPAIR CREW LEADER (5)

(1) An employee assigned to drive a Refuse Packer, Garbage Truck, Rear Load Truck, Automated or Recycling Truck, Brine Truck, or Sanitation Skid Steer Loader or assigned to drive during a general ice control and snow plow operation to be paid an additional 1% biweekly. An employee assigned to drive during a general ice control and snow plowing operation to be paid a minimum of $1,770.40 biweekly ($22.13 hourly).
(2) An employee assigned to drive a Roll-off Truck, Top Load Packer, Fuel Truck, or Vac-All to be paid an additional 3% biweekly. An employee assigned to drive a Street Sweeper or Utility Tow Truck to be paid an addition 5% biweekly.
(3) An employee to be paid an additional $57.47 biweekly when assigned peer training responsibilities. An employee to be paid an additional $95.79 biweekly when assigned equipment instruction responsibilities.
(4) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
(5) Recruitment is at $1,699.57 biweekly ($44,188.82).

Pay Range 8LN

Official Rate Biweekly

Hourly	21.79	24.77
Biweekly	**1,743.35**	**1,981.44**

Annual	45,327.10	51,517.44

TIRE REPAIR WORKER III
WATER REPAIR WORKER (1) (2)

(1) Attain and maintain Class A CDL to be paid an additional 1% biweekly.
(2) Operate Hydro-Vac to be paid an additional 2% biweekly.

Pay Range 8MN

Official Rate Biweekly

Hourly	23.25	26.67
Biweekly	**1,859.93**	**2,133.76**
Annual	48,358.18	55,477.76

Pay Range 8NN

Official Rate Biweekly

Hourly	27.24
Biweekly	**2,179.05**
Annual	56,655.30

SPECIAL EQUIPMENT OPERATOR I (1)

(1) An employee assigned to operate the Sidewalk Tractor to be paid $2,179.05 biweekly ($56,655.30). An employee assigned to operate the Sidewalk Tractor or Skid Steer during a general ice control/snow removal operation to be paid $2,234.12 biweekly ($58,087.12).

Pay Range 8ON

Official Rate Biweekly

Hourly	28.25
Biweekly	**2,259.98**
Annual	58,759.48

DIRECTIONAL, BORING MACHINE OPERATOR/WORKER
SPECIAL EQUIPMENT OPERATOR II (1)

(1) An employee assigned to operate the End Loader (Road), Bulldozer (Road), Reach-All, Hydro Crane, or miscellaneous tractors to be paid $2,259.98 biweekly ($58,759.48 annually). An employee assigned to operate the Prentice Loader (PP 9-24) to be paid $2,276.00 ($59,176.00). An employee assigned to operate the End Loader (GIC) or Prentice Loader (PP 25-8) to be paid $2,322.40 ($60,382.40).

Pay Range 8PN

Official Rate Biweekly

Hourly	25.26	29.03
Biweekly	**2020.49**	**2322.40**
Annual	52,532.74	60,382.40

SPECIAL EQUIPMENT OPERATOR III (1)
WATER CHIEF REPAIR WORKER (2)

(1) An employee assigned to operate the Backhoe, Pavement Grinder, and Bulldozer (Demolition) to be paid in the following range: $2,372.96 to $2,468.83 biweekly ($61,696.96 to $64,189.58). An employee assigned to operate the Gradall or Excavator (Road) to be paid an additional 2% over the Special Equipment Operator III rate of pay. An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.
(2) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.

Pay Range 8QN

Official Rate Biweekly

Hourly	30.26	32.97
Biweekly	**2,420.42**	**2,637.80**
Annual	62,930.90	68,582.80

HARBOR CRANE OPERATOR (1)

(1) Recruitment at any rate in the pay range based upon experience and credentials with the approval of DER.

SECTION 9: HOURLY, PART-TIME, INTERMITTENT

Pay Range 9AN

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 9BN

Official Rate Hourly

Hourly	**7.76**	**9.06**
Biweekly	620.80	724.80
Annual	16,140.80	18,844.80

Pay Range 9CN

Official Rate Hourly

Hourly	**7.95**	**9.70**
Biweekly	636.00	776.00
Annual	16,536.00	20,176.00

LIBRARY CIRCULATION AIDE
TEEN OUTREACH INTERN

Pay Range 9DN

Official Rate Daily

Daily:	**160.00**

CHIEF INSPECTOR (1)

(1) Chief Inspector to receive an additional $40.00 for initial five hour instruction class and an additional $25.00 for each instruction class attended prior to each election.

Pay Range 9EN

Official Rate Hourly

Hourly	**19.47**
Biweekly	1,557.72
Annual	40,500.72

TEMPORARY PROGRAM ASSISTANT I

Pay Range 9FN

Official Rate Hourly

Hourly	**12.64**
Biweekly	1,011.20
Annual	26,291.20

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 9GN

Official Rate Hourly

Hourly	**12.32**	**13.00**
Biweekly	985.60	1,040.00
Annual	25,625.60	27,040.00

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

(1) 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 $14.78 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 $15.60 per hour.
(2) 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 9HN

Official Rate Hourly

Hourly	**23.22**
Biweekly	1,857.47
Annual	48,294.22

TEMPORARY ELECTION SERVICES OFFICE ADMINISTRATOR

Pay Range 9IN

Official Rate Hourly

Hourly	**10.34**	**13.57**
Biweekly	827.20	1,085.60
Annual	21,507.20	28,225.60

COLLEGE INTERN (1) (2)

(1) 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.
(2) With the approval of the Employee Relations Director, students with junior status may be appointed up to $11.97 and students with senior status may be appointed up to $13.57.

Pay Range 9JN

Official Rate Hourly

Hourly	**11.28**	**13.86**
Biweekly	902.40	1,108.80
Annual	23,462.40	28,828.80

Pay Range 9KN

Official Rate Hourly

Hourly	**14.68**
Biweekly	1,174.40
Annual	30,534.40

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 9LN

Official Rate Hourly

Hourly	**15.10**
Biweekly	1,208.00
Annual	31,408.00

TEMPORARY ELECTION LABORER
TEMPORARY LANDSCAPE LABORER

Pay Range 9MN

Official Rate Hourly

Hourly	**11.27**
Biweekly	901.60
Annual	23,441.60

CONSTRUCTION LABORER INTERN

Pay Range 9NN

Official Rate Hourly

Hourly	**13.15**	**15.63**
Biweekly	1,052.00	1,250.40
Annual	27,352.00	32,510.40

ENGINEERING INSPECTION ASSISTANT (1)

(1) Freshmen are to be appointed at $13.15. Sophomores, juniors, and seniors may be appointed up to $15.63.

Pay Range 9ON

Official Rate Hourly

Hourly	**16.69**
Biweekly	1,335.20
Annual	34,715.20

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 9PN

Official Rate Hourly

Hourly	**14.28**	**17.96**
Biweekly	1,142.40	1,436.80
Annual	29,702.40	37,356.80

ENGINEERING INTERN (1)
GRADUATE INTERN (2)
TRAFFIC OPERATIONS ASSISTANT (3)

(1) Juniors may be appointed up to $15.81. Students with senior status may be appointed up to $17.96.
(2) Graduate Interns attending law school may be hired up to $15.81.
(3) Sophomores and juniors may be appointed up to $15.81. Students with senior status may be appointed up to $17.96.

Pay Range 9QX

Official Rate Hourly

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

MUNICIPAL COURT COMMISSIONER

Pay Range 9RX

Official Rate Hourly

Hourly	**48.19**

FIRE MEDICAL OFFICER

SECTION 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

Biweekly	**115.38**	**253.85**

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 AND PENSION BOARD (1)
MEMBER, STANDARDS AND 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

Biweekly	**1,533.30**
Annual	39,865.80

ADMINISTRATIVE OFFICER, BOZA

SECTION 11: ELECTED OFFICIALS

Pay Range EOE

Official Rate Biweekly

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 annually. 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 #951153.

(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.

(12) 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 2008 rate (Per File #100893). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

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 to $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

SECTION 1: ORGANIZATION

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

1. **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 include department directors and deputies (except sworn), division managers and administrators, and technical and service supervisors.
2. **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.
3. **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.

4. **Protective Service:** Occupations in which workers are entrusted with public safety, security and protection including all sworn positions in the Fire and Police Departments.
5. **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 library services assistants, clinic assistants, human resources assistants, program assistants, and accounting assistants.
6. **Administrative Support:** Positions in which workers are responsible for internal and external communication, and recording, and retrieval of data and/or information in support of a function or program. Examples of classifications include office assistants, communications assistants, and customer service representatives.
7. **Skilled Craft:** 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.
8. **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.
9. **Hourly, Part-time, Intermittent**
10. **Boards and Commissions**
11. **Elected Officials**

SECTION 2: RATES OF PAY

A. Official Rates: Hourly, biweekly and annual rates of pay are listed in all sections of this ordinance. The official rate of pay is noted within each respective pay range. Payrolls for positions with an official hourly rate shall be based upon the number of hours employees are actually employed.

B. Intent: This ordinance is intended to establish the policies and procedures for administering all pay and pay administration practices for positions in the City of Milwaukee. 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 the state statutes regarding collective bargaining or any provisions of collective bargaining agreements in full force and effect.

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.

SECTION 3: SALARY AT TIME OF APPOINTMENT

Appointment to City positions shall be at the minimum rate in the range except as otherwise authorized. Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period. The Department of Employee Relations will determine the rates of pay for new appointees who are not residents of the City of Milwaukee and for employees who become non-residents consistent with Common Council Files #121688 and #140385.

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 or Professionals, recruitment may be authorized at a rate up to 60% above the minimum of the pay range 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 pro rata compensation shall be made by the Comptroller.

SECTION 4: SALARY ADVANCEMENT AND SALARY ANNIVERSARY DATES

Salary advancement above the rate of initial appointment shall be as authorized in this Ordinance. Salary advancement in this section refers to pay progression practices within a pay range. Some City Depart-

ments are authorized to implement salary adjustments for employees in specific employee groups based on employees meeting core competencies, certification credentials and/or performance standards per approved Career Ladders effective Pay Period 2, 2012 or later.

Except for practices stemming from labor bargaining agreements in full force and effect or provisions approved in conjunction with the implementation of Career Ladders approved by Common Council action, salary advancement practices in 2018 will fall under one of the following categories:

Group A

Employees holding positions in one of the sections identified below and who are in "good standing" as defined in guidelines developed and administered by DER.
Section 3 - Technicians
Section 5 - Paraprofessionals
Section 6 - Administrative Support
Section 7 - Skilled Craft
Section 8 - Service and Maintenance

Group B
Employees holding positions in one of the sections identified below and who, based on merit principles, achieve an overall minimum performance rating of "meets performance expectations", per guidelines developed and administered by DER.
Section 1 - Officials and Administrators
Section 2 - Professionals
Section 4 - Protective Service (management sworn)

A. Amount of Salary Adjustments: In 2018, salary adjustments for eligible employees will be as follows:

Group A
Eligible employees shall receive a salary adjustment of 2% of the employee's biweekly rate of pay effective on the employee's salary anniversary date.

Group B
Eligible employees shall receive a salary adjustment based on their overall performance rating as specified below under a performance merit plan established by DER.

- 2% of the midpoint of the pay range the position is assigned to when the employee receives an overall rating of "meets performance expectations", or
- 3% of the midpoint of the pay range the position is assigned to when the employee receives an overall rating of "often exceeds performance expectations" or for Legislative Assistants in the Common Council - City Clerk's Office provided they are otherwise eligible, or
- 4% of the midpoint of the pay range the position is assigned to when the employee receives an overall rating of "consistently exceeds performance expectations."

Increases granted under this section shall be base building up to the maximum of the pay range. Any salary adjustment granted to employees near or at the top of the pay range will be capped by the pay range maximum. Any excess adjustment due to the employee will be awarded via a non-pensionable lump sum payment consistent with guidelines developed and administered by DER. Employees who are above the

maximum of their pay range as a result of the pension offset authorized by Common Council File #110740 shall be eligible to receive such non-pensionable, lump sum payments provided that they meet all other requirements and conditions.

B. Salary Anniversary Dates and Timing of Salary Adjustments: A determination regarding an employee's eligibility for a salary adjustment will be made near or on the employee's salary anniversary date. For Group A employees, the salary adjustment resulting from that process will be effective the pay period of the employee's salary anniversary date. Salary adjustments for Group B eligible employees will be effective Pay Period 20, 2018 or on their anniversary date if it occurs after Pay Period 20. Lump sum payments due to eligible employees will be paid in accordance with guidelines developed and administered by DER.

An employee's original salary anniversary date is based on 26 pay periods after appointment. A new salary anniversary date is established upon promotion or demotion. A salary anniversary date shall be adjusted for unpaid time off.

C. Eligibility Considerations: An employee's eligibility for salary advancement after the initial appointment or promotion is contingent upon the completion of 26 biweekly pay periods of active service. To be eligible for salary adjustments, non-probationary employees in Group A must be in good standing as documented in an "Employee Assessment" form to be completed by their supervisor. Employees who are subject of a performance improvement plan (PIP) or have received discipline during the 26 pay periods immediately preceding their anniversary date shall be ineligible for a salary adjustment.

Non-probationary employees in Group B must receive a minimum "meets performance expectations" rating as part of a performance merit plan established by DER. Employees who are under a performance improvement plan (PIP) or have received discipline during the 26 pay periods immediately preceding their salary anniversary date shall be ineligible for an adjustment.

The Department of Employee Relations shall develop guidelines and procedures to administer pay progression practices authorized in this section, including establishing administrative review procedures for non-probationary employees who are deemed ineligible to receive a salary adjustment.

D. **Funding:** Salary increases shall be limited to the funding allocation established by the Budget and Management Division for each department.

E. Exceptions and Exclusions: The following positions are not eligible for salary adjustments established under this section:

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

2) Assistant City Attorney positions in the City Attorney's Office - incumbents who are subject to pay progression practices per an approved performance merit plan are subject to the conditions and restrictions of that plan. The City Attorney is authorized to create a performance merit pay with salary adjustments that shall not exceed 4% of an eligible employee's salary. Salary adjustments for eligible employees shall be contingent upon the availability of funds within the City Attorney's Office budget as determined by the Budget and Management Analysis Division.

3) Positions in the Employee Retirement System with a footnote authorizing their compensation to be at any rate in the pay range upon approval of the Annuity and Pension Board.

4) Sworn Represented positions in SECTION 4 - Protective Services

5) Positions in SECTION 9 - Hourly, Part-time, Intermittent.

6) Positions in SECTION 10 - Boards and Commissions.

7) Positions in SECTION 11 - Elected Officials.

SECTION 5: SPECIAL PAY PRACTICES

A. Promotions, Reclassifications, and Reallocations: Promotion after a reclassification (title and pay range change), promotions after under-fill (appointment at a lower level than that authorized in the Positions Ordinance), and promotion after reallocation (position is assigned to a different existing pay range) shall be at 5% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate whichever is greatest. When an existing pay range is restructured based on labor market considerations as determined by DER, the employee will retain his/her rate of pay unless it is below the minimum of the new pay range, or a footnoted rate, when applicable. Appointment to a position in a pay range with a lower maximum rate but with a higher minimum rate may be considered a promotion for pay administration purposes as determined by Employee Relations.

Effective Pay Period 1, 2016 (December 20, 2015) A promotion into positions classified as Officials and Administrators in Pay Ranges 1AX to 1GX, positions classified as Professional in Pay Ranges 2AN to 2JN and 2EX to 2KX, or positions in an equivalent non-represented Pay Range in Section 4 - Protective Services, Pay Range 4MX, shall be at 7% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest.

Effective Pay Period 1, 2016 (December 20, 2015) A promotion into positions classified as Officials and Administrators in Pay Ranges 1HX to 1PX, positions classified as Professional in Pay Ranges 2LX to 2QX, or positions in equivalent non-represented Pay Ranges in Section 4 - Protective Services, Pay Ranges 4OX, and 4QX to 4SX, shall be at 10% above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest.

The Department of Employee Relations shall certify and authorize the salary rates after promotions. In calculating the promotion rate, all base wages and applicable supplemental pay practices as determined by the Department of Employee Relations shall be considered. At no time shall the rate after promotion exceed the maximum of the range unless otherwise authorized by the Pension Offset Guidelines developed by the Department of Employee Relations to implement Common Council File #140856.

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

B. Salary Anniversary Date upon Promotion, Reclassification, or Reallocation: All employees, with the exception of sworn Fire or Police employees will receive a new salary anniversary date when promoted, reclassified, or reallocated to a higher-level position, except that adjustments will be made for time off the payroll or deferred salary increments. Sworn Fire or Police employees not at the maximum of their pay range will retain their salary anniversary date when they are promoted or reallocated to a higher level pay range.

C. Pay Equity Adjustments: In order to establish flexibility to address internal equity problems, the Department of Employee Relations in consultation with the Budget and Management Division is authorized to recommend pay equity salary adjustments at the request of appointing authorities for employees holding positions in the Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Protective Service Workers (Section 4) with the exception of represented sworn employees, Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), and Service and Maintenance (Section 8). Such adjustments shall be approved by the Chair of the Finance and Personnel Committee.

Equity adjustments are limited to no more than 10% of the employee's current salary. They may be requested when an eligible non-probationary employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience in the same classification or performing similar work. Both employees must be performing the work at the same level of proficiency. 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 1), Professional (Section 2), and non-represented sworn position under Section 4, 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 one non-pensionable, non-base building, lump sum award of $700 each year 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. This provision does not apply to employees who are part of an approved Career Ladder.

E. Transfers: City Departments may request a 3% salary adjustment for employees voluntarily transferring to positions allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6), Skilled Craft (Section 7), Service and Maintenance (Section 8) 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 same pay range or to a pay range with the same rates of pay. 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 as defined above.

F. An employee in a position requiring a Commercial Driver's License (CDL) who temporarily loses his or her CDL due to a non-commercial motor vehicle conviction or an off-duty commercial vehicle conviction shall have his or her pay reduced by 4% for the duration of the CDL suspension beginning on the day the CDL is officially suspended.

G. Effective Pay Period 4, 2015 (February 1, 2015) general city employees enrolled as members of the Employes' Retirement System prior to January 1, 2014, and who are initially required to contribute 5.5% to their earnable compensation to the Employes' Retirement System as a result of Common Council File #110740, shall be eligible for a salary adjustment equivalent to 3.9% of the base rate that was in effect at the end of Pay Period 3, 2015, except as provided under subsection (H).

H. Effective Pay Period 4, 2015 (February 1, 2015) general city employees enrolled as members of the Employes' Retirement System on or after January 1, 2000, and who as a result of Common Council File #110740 are initially required to contribute 5.5% of their earnable compensation to the Employes' Retirement System in lieu of the 1.6% contribution during the first eight years of ERS enrollment, shall be eligible for a base salary adjustment that is equivalent to 1.45% of the base rate that was in effect at the end of Pay Period 3, 2015. Effective the Pay Period following the date the 1.6% contributions would have ended, employees covered by this provision may be eligible for a salary adjustment equivalent to 2.45% of the base salary that was in effect at the end of Pay Period 3, 2015 unless otherwise provided by Pension Offset Guidelines as developed by the Department of Employee Relations.

I. Effective Pay Period 1, 2016 (December 20, 2015) non-represented sworn management members of the Milwaukee Police Department, who held the rank of Assistant Chief of Police as of Pay Period 4, 2016 (January 31, 2016), and who are newly required to make the member contribution as a result of Common Council File #160124, shall be eligible to receive a salary adjustment equivalent to 5.8% of the base rate that was in effect at the end of Pay Period 26 of 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

J. Effective Pay Period 1, 2015 (December 21, 2014) non-represented sworn management members of the Milwaukee Fire Department, who hold the rank of Battalion Chief, Deputy Chief, Assistant Chief, or Chief, hired prior to October 3, 2011, and who are newly required to make the member contribution as a result of Common Council File #141568, shall be eligible to receive a salary adjustment equivalent to 2.9% of the base rate that was in effect at the end of Pay Period 26, 2014 (December 13, 2014). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

Effective Pay Period 1, 2016 (December 20, 2015) non-represented sworn management members of the Milwaukee Fired Department, who hold the rank of Battalion Chief, Deputy Chief, Assistant Chief, or Chief, hired prior to October 3, 2011, and who are newly required to make the member contribution as a result of Common council File #141568, shall be eligible to receive a salary adjustment equivalent to 2.9% of the base rate that was in effect at the end of Pay Period 26, 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

SECTION 6: DEMOTIONS

Demotions are under the authority of and administered by the Department of Employee Relations. Demotions are 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/Seasonal 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 lower. 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, the employee shall revert to the rate of pay that represents 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 circumstances should the rate after the demotion exceed the maximum of the range. When the demotion is to a position previously held the employee shall revert to the rate of pay that represents the rate of pay in effect prior to the promotion.

SECTION 7: 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, Sunday 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.

SECTION 8: 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 on paid status 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 disci-

plinary suspension, unauthorized absence or unpaid absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff. An employee who is on mandatory furlough shall be regarded as being on 'paid status' for purposes of interpreting this paragraph. Nothing herein shall be construed to deny holiday pay to an employee who has been on paid status on the working day immediately before, and on the working day immediately following said holiday.

B. Timing: 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 Day falls on a Saturday, the following Monday shall be observed as a holiday.

C. 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.

SECTION 9: 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. Employees working on a Holiday shall not be eligible for shift differential for the hours worked on a Holiday.

B. Interpreter Pay: Employees of the Municipal Court shall be eligible for a premium of $1 per hour while performing interpreter duties 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, holiday or furlough days. If employees are required to be on-call for a period of less than 24 hours, the amounts shall be prorated. This benefit shall apply to employees in the Department of Public Works performing snow and ice operations who are designated by the department as members of the C-Team.

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.

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 assignment or, Parking Checkers in the Department of Public Works required to appear in court 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 workday within this time frame, and when the employee satisfies that requirement, the employee's entire workday shall be compensated at a rate that includes the shift differential. Eligible employees in the Department of Public Works whose workday begins after 1:00 a.m. and before 4:00 a.m. shall be eligible to receive the shift differential for all hours worked.

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

G. 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 vacation, holiday, sick leave or funeral leave. Shift and weekend differential shall be paid for no more than 40 hours worked, including Holidays.

H. Hours worked by Department of Public Works employees in response to an emergency call out by management will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, eligible employees must perform work in response to, or as a result of, a department emergency call out. Activities included under “emergency call out” are to be determined at the discretion of the DPW Commissioner.

I. Hours worked by Milwaukee Water Works Distribution Section eligible employees in response to emergency call out will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, employees must be eligible for “call out” assignments (outside of scheduled hours) as determined by Milwaukee Water Works. This provision does not apply to hours worked as an extension of the normal work day or work scheduled in advance by Milwaukee Water Works.

J. Certain hours worked by MWW - Plant Operations employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Plant Operations.

K. Certain hours worked by MPD Technical Communications Division eligible civilian employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Technical Communication Division management.

L. Certain hours worked by MFD Technical Services Division eligible civilian employees will be considered overtime hours and compensated in accordance with applicable provisions of the Milwaukee Code of Ordinances Chapter 350-3. To be eligible for such overtime provision, the work must be performed in response to a department directive to work an additional or extended shift due to an unexpected/unanticipated staffing shortage. This provision does not apply to hours worked as an extension of the normal work shift or hours scheduled in advance by Dispatch Division management.

SECTION 10: RATES OF PAY FOR POLICE LIAISON AND FIRE CONTRACT ADMINISTRATOR

- **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.

- **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/she 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 10 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:

- Boards and commissions whose members are compensated under Section X.
- Boards and commissions having separate corporate identities that have the power to establish their own reimbursement policies for their members, such as the Housing Authority and the Redevelopment Authority.
- 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 Public Service Award Selection Committee
- Harbor Commission

- Historic Preservation Commission
- Library Board
- Milwaukee Commission on Domestic Violence and Sexual Assault
- Public Debt Commission
- Safety and Civic 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 11 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 11 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 is established under Section 11 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 December 31, 2017 (Pay Period 1, 2018), et al, and shall be interpreted consistent with the applicable rulings thereunder.