2020 SALARY ORDINANCE
(Effective from and after December 29, 2019 - Pay Period 1, 2020)
UPDATED THROUGH 2/11/20 COMMON COUNCIL MEETING
(Effective Pay Period 4, 2020 – February 9, 2020)

..Number
190613
..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

BUILDING SERVICES SUPERVISOR II (1) (4)
CALL CENTER SUPERVISOR
FLEET OPERATIONS SUPERVISOR (1) (2) (4) (5)
FLEET TRAINING SUPERVISOR (1) (2) (4) (5)
FORENSIC PROCESSOR SUPERVISOR
HEALTH PROJECT COORDINATOR – WIC
INVENTORY MANAGER
PARKING ENFORCEMENT SUPERVISOR
PERMIT DESK SUPERVISOR
POLICE OFFICE SUPERVISOR
POLICE RECORDS SUPERVISOR (3) (6)
SANITATION SUPERVISOR (1) (2) (4) (5)
SELF-HELP YARD SUPERVISOR (1) (2) (4) (5)
STREET REPAIR SUPERVISOR (1) (4)
TOW LOT SUPERVISOR

Wage Rate:

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

(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:

Biweekly	2,182.55
Annual	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) Recruitment is at:

Biweekly	1,895.62
Annual	49,286.12

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	**1,928.08**	**2,512.66**
Annual	50,130.08	65,329.16

(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) To be appointed at:

Biweekly	2,248.03
Annual	58,448.78

This rate is equal to the maximum rate paid to the Operations Driver/Worker classification on the basis of a 46-hour work week.

(6) Recruitment is at:

Biweekly	1,952.49
Annual	50,764.74

Pay Range 1BX

Official Rate Biweekly

ADMINISTRATIVE SERVICES SUPERVISOR
BRIDGE OPERATOR SUPERVISOR
BUILDING MAINTENANCE SUPERVISOR II
COURT SERVICES SUPERVISOR
CUSTOMER SERVICE SPECIALIST
FIELD OPERATIONS INSPECTION SPECIALIST (1) (4)
MECHANICAL MAINTENANCE SUPERVISOR (1) (4)
OPERATIONS SERVICES SUPERVISOR (1) (4)
POLICE FLEET SUPERVISOR
PRINTING, STORES, AND BUILDING SERVICES SUPERVISOR
SEWER MAINTENANCE PROGRAM MANAGER
SEWER OPERATIONS SUPERVISOR
STREET OPERATIONS SUPERVISOR (1) (4)
WATER FIELD SUPERVISOR (2) (3) (5) (6)

Wage Rate:

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

(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:

Biweekly	2,371.17
Annual	61,650.42

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	**1,928.08**	**2,678.62**
Annual	50,130.08	69,644.12

(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) 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.

(6) Recruitment is at:

Biweekly	2,442.31
Annual	63,500.06

Pay Range 1CX

Official Rate Biweekly

BOZA ADMINISTRATIVE COORDINATOR
BUILDING SERVICES MANAGER (1) (3)
CITY CHANNEL MANAGER
EQUIPMENT INVENTORY MANAGER (1) (3)
HEALTH AND SAFETY OFFICER
INVENTORY SERVICES MANAGER
LEAD PENSION SPECIALIST
LEGISLATIVE LIBRARY MANAGER (2) (4)
LICENSE COORDINATOR
PARKING ENFORCEMENT ASSISTANT MANAGER
POLICE PAYROLL SUPERVISOR
POLICE RECORDS ASSISTANT MANAGER
PUBLIC RELATIONS SUPERVISOR
SECURITY MANAGER
TOW LOT ASSISTANT MANAGER
WATER CUSTOMER SERVICE SUPERVISOR

Wage Rate:

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

(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:

Biweekly	2,138.00
Annual	55,588.00

and may be up to the following rate with the approval of DER:

Biweekly	2,296.40
Annual	59,706.40

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	**2,038.96**	**2,854.80**
Annual	53,012.96	74,224.80

(3) The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in snow and ice control operations which 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:

Biweekly	2,202.14
Annual	57,255.64

and may be up to the following rate with the approval of DER:

Biweekly	2,365.29
Annual	61,497.54

Pay Range 1DX

Official Rate Biweekly

CONSUMER ENVIRONMENTAL HEALTH SUPERVISOR (4) (10)
COURT BUSINESS MANAGER
CUSTOMER SERVICES MANAGER
DNS PERSONNEL OFFICER
DOCUMENT SERVICES MANAGER
ELECTRONIC TECHNICIAN SUPERVISOR (1) (7)
FAMILY AND COMMUNITY WELLNESS MANAGER
FIRE PERSONNEL OFFICER
FLEET REPAIR SUPERVISOR (2) (6) (8) (12)
HEALTH PROJECT COORDINATOR – EMPOWERING FAMILIES OF MILWAUKEE (4) (10)

HEALTH PROJECT SUPERVISOR - DADS (4)(10)
HEALTHCARE ACCESS PROGRAM MANAGER
HOUSING POLICY AND COMPLIANCE MANAGER
HUMAN RESOURCES SPECIALIST
LIBRARY BUSINESS MANAGER
PARKING SERVICES SUPERVISOR (2) (8)
PERSONNEL OFFICER
PLANT AND EQUIPMENT REPAIR SUPERVISOR
POLICE FLEET MANAGER
POLICE RECORDS MANAGER (3) (9)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER
PROPERTY MANAGEMENT PROGRAM COORDINATOR
REVENUE COLLECTION MANAGER
SAFETY SUPERVISOR (2) (5) (8) (11)
SANITATION DISTRICT MANAGER (2) (8)
URBAN FORESTRY MANAGER (2) (8)
VITAL STATISTICS AND FIMR MANAGER
WATER COLLECTIONS SUPERVISOR
WATER SYSTEMS AND PROJECT MANAGER

Wage Rate:

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

(1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,278.96
Annual	59,252.96

(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:

Biweekly	2,384.62
Annual	62,000.12

(5) Recruitment is at:

Biweekly	2,248.55
Annual	58,462.30

(6) Recruitment is at:

Biweekly	2,543.02
Annual	66,118.52

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	**2,173.49**	**3,042.70**
Annual	56,510.74	79,110.20

(7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,347.33
Annual	61,030.58

(8) 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.

(9) 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.

(10) Recruitment is at:

Biweekly	2,456.16
Annual	63,860.16

(11) Recruitment is at:

Biweekly	2,316.01
Annual	60,216.26

(12) Recruitment is at:

Biweekly	2,619.31
Annual	68,102.06

Pay Range 1EX

Official Rate Biweekly

BUSINESS OPERATIONS MANAGER
CERTIFICATION AND SALARY SYSTEMS ADMINISTRATOR
COMMERCIAL CORRIDOR MANAGER
COMMERCIAL PROPERTY DISPOSITION MANAGER
DISEASE INTERVENTION SPECIALIST SUPERVISOR (9) (23)
DISTRICT CODE ENFORCEMENT SUPERVISOR (2) (3) (16) (17)
DOULA PROGRAM MANAGER (9) (23)
DPW INVENTORY AND PURCHASING MANAGER
ENVIRONMENTAL HEALTH SERVICES MANAGER (9) (23)
ERS BUSINESS OPERATIONS ANALYST
FACILITIES MAINTENANCE SUPERVISOR (14) (28)
FIRE DISPATCH ASSISTANT MANAGER (6) (20)
FIRE EQUIPMENT REPAIRS MANAGER (14) (28)
FIRE FLEET AND EQUIPMENT MANAGER (14) (28)
FLEET OPERATIONS AND TRAINING MANAGER (4) (18)
GREENHOUSE AND NURSERY MANAGER
HEALTH COMMUNICATION OFFICER (3) (17)
HOUSING REHABILITATION MANAGER (12) (26)
LEGISLATIVE RESEARCH SUPERVISOR
LIBRARY BRANCH MANAGER (13) (27)
MANAGEMENT LIBRARIAN (7) (21)

MEN'S HEALTH MANAGER (9) (23)
MPD SAFETY DIVISION MANAGER
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (3) (17)
PENSION ACCOUNTING MANAGER
POLICE FACILITIES ASSISTANT MANAGER
PORT FACILITIES SUPERVISOR (10) (24)
PROCUREMENT AND COMPLIANCE MANAGER
PROCUREMENT MANAGER (13) (27)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (1) (15)
PUBLIC HEALTH NURSE SUPERVISOR (8) (22)
STRONG BABIES PROGRAM MANAGER (8)(22)
TAX COLLECTION AND ENFORCEMENT COORDINATOR
TELECOMMUNICATIONS SUPERVISOR (5) (19)
TRAFFIC SIGN AND MACHINE SHOP SUPERVISOR (11) (25)
WATER ACCOUNTING MANAGER
WATER CUSTOMER SERVICE MANAGER
WATER DISTRIBUTION CONSTRUCTION MANAGER
WATER METER SERVICES MANAGER
WELL WOMEN'S PROGRAM MANAGER (9) (23)
WIC PROGRAM MANAGER

Wage Rate:

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

(1) Recruitment may be up to the midpoint of the range with the approval of DER.

(2) Recruitment is at:

Biweekly	2,454.23
Annual	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:

Biweekly	2,729.50
Annual	70,967.00

(6) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,510.03
Annual	65,260.78

(7) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,608.27
Annual	67,815.02

(8) Recruitment is at:

Biweekly	2,616.19
Annual	68,020.94

(9) Recruitment is at:

Biweekly	2,454.12
Annual	63,807.12

(10) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

(11) Recruitment is at:

Biweekly	2,379.86
Annual	61,876.36

(12) Recruitment is at:

Biweekly	2,646.25
Annual	68,802.50

(13) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(14) Recruitment is at:

Biweekly	2,612.19
Annual	67,916.94

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	**2,316.01**	**3,242.30**
Annual	60,216.26	84,299.80

(15) Recruitment may be up to the midpoint of the range with the approval of DER.

(16) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

(17) 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.

(18) 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.

(19) Recruitment is at:

Biweekly	2,811.39
Annual	73,096.14

(20) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,585.33
Annual	67,218.58

(21) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,686.52
Annual	69,849.52

(22) Recruitment is at:

Biweekly	2,694.68
Annual	70,061.68

(23) Recruitment is at:

Biweekly	2,527.74
Annual	65,721.24

(24) Recruitment is at:

Biweekly	2,771.28
Annual	72,053.28

(25) Recruitment is at:

Biweekly	2,451.26
Annual	63,732.76

(26) Recruitment is at:

Biweekly	2,725.64
Annual	70,866.64

(27) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

(28) Recruitment is at:

Biweekly	2,690.56
Annual	69,954.56

Pay Range 1FX

Official Rate Biweekly

BUSINESS FINANCE MANAGER
BUSINESS OPERATIONS MANAGER – NEIGHBORHOOD SERVICES
COMMUNICATIONS SYSTEMS MANAGER (2) (4) (11) (13)
COMMUNITY RELATIONS AND ENGAGEMENT DIRECTOR (2) (11)
COUNCIL ADMINISTRATION MANAGER
COUNCIL RECORDS MANAGER
CRIME AND INTELLIGENCE MANAGER
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (9) (18)
FLEET REPAIR SUPERVISOR - SENIOR (4) (7) (13) (16)
HOME ENVIRONMENTAL HEALTH MANAGER
HUMAN RESOURCES OFFICER (2) (11)
IN REM PROPERTY DISPOSITION MANAGER
LIBRARIAN V (1) (10)
LICENSE DIVISION ASSISTANT MANAGER
PARKING FINANCIAL MANAGER (4) (13)
PROPERTY CONTROL MANAGER (3) (12)
PUBLIC INFORMATION MANAGER
SEWER SERVICES DISTRICT MANAGER
SPECIAL ASSISTANT TO THE COMPTROLLER
SPECIAL ENFORCEMENT SUPERVISOR (2) (11)
STREET REPAIR DISTRICT MANAGER (4) (13)
TOW LOT MANAGER

UCC OPERATIONS MANAGER
WATER BILLING AND COLLECTIONS MANAGER
WATER DISTRIBUTION SCHEDULING MANAGER
WATER INFORMATION TECHNOLOGY SUPERVISOR
WATER PLANT AUTOMATION SUPERVISOR (5) (14)
WATER PLANT OPERATIONS SUPERVISOR (6) (15)
WATER PLANTS MAINTENANCE SUPERVISOR (8) (17)
WATER QUALITY OPERATIONS MANAGER

Wage Rate:

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

(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:

Biweekly	3,051.99
Annual	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:

Biweekly	2,550.92
Annual	66,323.92

(6) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

(7) Recruitment is at:

Biweekly	2,695.60
Annual	70,085.60

(8) Recruitment is at:

Biweekly	2,689.32
Annual	69,922.32

(9) Recruitment is at:

Biweekly	2,625.92
Annual	68,273.92

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	**2,469.56**	**3,457.25**
Annual	64,208.56	89,888.50

(10) 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.

(11) 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.

(12) Recruitment is at:

Biweekly	3,143.55
Annual	81,732.30

(13) 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.

(14) Recruitment is at:

Biweekly	2,627.45
Annual	68,313.70

(15) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(16) Recruitment is at:

Biweekly	2,776.47
Annual	72,188.22

(17) Recruitment is at:

Biweekly	2,770.00
Annual	72,020.00

(18) Recruitment is at:

Biweekly	2,704.70
Annual	70,322.20

Pay Range 1GX

Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT
ASSESSMENT DIVISION MANAGER (3) (14)
ASSISTANT ACCOUNTING MANAGER
ASSISTANT GRANTS FISCAL MANAGER
BUILDING CODES COURT ADMINISTRATOR (2) (13)
BUILDING CODES ENFORCEMENT MANAGER (2) (13)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (2) (13)
DATA SERVICES MANAGER
ELECTRICAL INSPECTION SUPERVISOR (2) (13)
ELECTRICAL SERVICES MANAGER (1) (4) (12) (15)

FIRE DISPATCH MANAGER (5) (16)
FIRE PROTECTION ENGINEER SUPERVISOR (2) (13)
HEALTH DATA AND EVALUATION DIRECTOR (9) (11) (20) (22)
HEALTH STRATEGY DIRECTOR (2) (13)
HOUSING PROGRAMS MANAGER (6) (17)
INFECTIOUS DISEASE PROGRAM MANAGER (9) (20)
IT SUPPORT SERVICES SUPERVISOR (8) (19)
NETWORK MANAGER
OPERATIONS MANAGER – DEVELOPMENT CENTER (2) (13)
PARKING ENFORCEMENT MANAGER
PLUMBING INSPECTION SUPERVISOR (2) (13)
RETIREMENT PLAN MANAGER (2) (13)
SAFETY MANAGER (7) (18)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM MANAGER (9) (20)
SMALL BUSINESS DEVELOPMENT DIRECTOR
WATER BUSINESS OPERATIONS MANAGER
WATER DISTRIBUTION OPERATIONS MANAGER
WATER PLANT MAINTENANCE MANAGER (10) (21)

Wage Rate:

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

(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:

Biweekly	3,314.96
Annual	86,188.96

(4) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,139.96
Annual	81,638.96

(5) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,685.74
Annual	69,829.24

(6) Recruitment is at:

Biweekly	2,858.88
Annual	74,330.88

(7) Recruitment is at:

Biweekly	2,724.12
Annual	70,827.12

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

(9) Recruitment is at:

Biweekly	2,877.81
Annual	74,823.06

(10) Recruitment is at:

Biweekly	2,771.65
Annual	72,062.90

(11) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,093.92	4,331.80
Annual	80,441.92	112,626.80

Resident Wage Incentive:

Hourly	32.90	46.06
Biweekly	**2,631.84**	**3,684.62**
Annual	68,427.84	95,800.12

(12) The employee designated to hold the Type C Contractors Electrical License for the City shall receive an additional $120 per pay period.

(13) 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.

(14) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(15) Recruitment is at following rate with recruitment at any point in the range with DER approval:

Biweekly	3,234.16
Annual	84,088.16

(16) Recruitment is at the following rate and may be at any point in the range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,766.31
Annual	71,924.06

(17) Recruitment is at:

Biweekly	2,944.65
Annual	76,560.90

(18) Recruitment is at:

Biweekly	2,805.84
Annual	72,951.84

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

(20) Recruitment is at:

Biweekly	2,964.14
Annual	77,067.64

(21) Recruitment is at:

Biweekly	2,854.80
Annual	74,224.80

(22) Position to be paid rates consistent with Pay Range 1JX while occupied by Angela Hagy:

Biweekly	3,186.74	4,461.75
Annual	82,855.24	116,005.50

Pay Range 1HX

Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER
ASSISTANT DIRECTOR – LIBRARY OPERATIONS (1) (6)
ASSOCIATE DIRECTOR
BUDGET AND MANAGEMENT REPORTING MANAGER
BUILDING CODES ENFORCEMENT MANAGER – COMMERCIAL (1) (6)
BUSINESS SYSTEMS MANAGER (2) (7)
CITY PAYROLL MANAGER
DATABASE ADMINISTRATOR
ELECTION SERVICES MANAGER
ELECTRICAL SERVICES MANAGER – SENIOR (4) (9)
FACILITIES MANAGER
FIRE AND POLICE COMMISSION OPERATIONS MANAGER
FLEET OPERATIONS MANAGER
FLEET REPAIRS MANAGER
GIS DEVELOPER – PROJECT LEADER
HEALTH BUDGET AND ADMINISTRATION MANAGER (1) (6)
HUMAN RESOURCES ADMINISTRATOR
IT PROJECT MANAGER
LEGISLATIVE REFERENCE BUREAU MANAGER (5) (10)
LIBRARY PUBLIC SERVICES AREA MANAGER
LICENSE DIVISION MANAGER
POLICE BUDGET AND ADMINISTRATION MANAGER
REAL ESTATE DEVELOPMENT SERVICES MANAGER
SANITATION AREA MANAGER
TAX BILLING AND COLLECTION MANAGER
URBAN FORESTRY DISTRICT MANAGER
WATER PLANT AUTOMATION MANAGER (3) (8)

Wage Rate:

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

(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:

Biweekly	3,314.96
Annual	86,188.96

(3) Recruitment is at:

Biweekly	3,210.81
Annual	83,481.06

(4) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,202.76
Annual	83,271.76

(5) Recruitment is at:

Biweekly	3,230.77
Annual	84,000.02

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	**2,805.84**	**3,928.04**
Annual	72,951.84	102,129.04

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

(7) Recruitment is at:

Biweekly	3,414.41
Annual	88,774.66

(8) Recruitment is at:

Biweekly	3,307.13
Annual	85,985.38

(9) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,298.84
Annual	85,769.84

(10) Recruitment is at:

Biweekly	3,327.69
Annual	86,519.94

Pay Range 1IX

Official Rate Biweekly

ACCOUNTING MANAGER
ARCHITECTURAL PROJECT MANAGER
ASSISTANT DIRECTOR – LIBRARY INFORMATION TECHNOLOGY AND TECHNICAL SERVICES
AUDITING MANAGER (6) (13)
BRIDGE MAINTENANCE MANAGER
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (2) (9)
CITY PLANNING MANAGER
CLINIC OPERATIONS DIRECTOR (2) (9)
CONSTRUCTION MANAGEMENT ENGINEER
CONSUMER ENVIRONMENTAL HEALTH DIVISION DIRECTOR
COURT IT MANAGER (6) (13)
DEPUTY COURT ADMINISTRATOR (6) (13)
DEVELOPMENT PROJECTS MANAGER
ELECTRICAL ENGINEER – SENIOR (5) (12)
EMERGENCY COMMUNICATIONS MANAGER (4) (11)
ENTERPRISE RESOURCE PLANNING MANAGER

ENVIRONMENTAL SUSTAINABILITY DIRECTOR (1) (8)
ERS APPLICATIONS DEVELOPMENT MANAGER (6) (13)
ERS CHIEF FINANCIAL OFFICER (2) (9)
ERS SYSTEMS MANAGER (6) (13)
FINANCE AND ADMINISTRATION MANAGER
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (2) (9)
FIRE INFORMATION TECHNOLOGY MANAGER (2) (9)
FUNCTIONAL APPLICATIONS MANAGER (3) (10)
GRANTS FISCAL MANAGER
HOME ENVIRONMENTAL HEALTH DIRECTOR (2) (9)
HOMELAND SECURITY DIRECTOR
HUMAN RESOURCES MANAGER
INFORMATION SERVICES MANAGER
INFORMATION SERVICES MANAGER – MILWAUKEE POLICE DEPARTMENT (2) (9)
MANAGEMENT CIVIL ENGINEER – SENIOR
MANAGEMENT ENGINEER
MATERNAL AND CHILD HEALTH DIRECTOR (2) (9)
MECHANICAL ENGINEER IV
NEIGHBORHOOD BUSINESS DEVELOPMENT MANAGER
PERMIT AND DEVELOPMENT CENTER MANAGER (2) (9)
PORT OPERATIONS MANAGER
PUBLIC HEALTH NURSING DIRECTOR
REDEVELOPMENT AND SPECIAL PROJECTS MANAGER (7) (14)
REVENUE AND FINANCIAL SERVICES SPECIALIST
SEWER SERVICES MANAGER
SPECIAL ENFORCEMENT MANAGER (2) (9)
STREETCAR SYSTEM MANAGER
STRUCTURAL DESIGN MANAGER
SYSTEMS INTEGRATION MANAGER (2) (9)
TELECOMMUNICATIONS MANAGER
TRAFFIC CONTROL ENGINEER IV
TRAFFIC ENGINEER – SENIOR (5) (12)
TRANSPORTATION ENGINEERING PLANNER (5) (12)
VIOLENCE REDUCTION AND PREVENTION PROGRAM DIRECTOR (2) (9)
WATER DISTRIBUTION MANAGER
WATER FINANCIAL MANAGER (2) (9)
WATER INFORMATION TECHNOLOGY MANAGER
WATER PLANTS OPERATIONS MANAGER (5) (12)
WORKER'S COMPENSATION AND SAFETY MANAGER

Wage Rate:

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

(1) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,785.51
Annual	98,423.26

(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 the following rate with the approval of DER:

Biweekly	3,228.14
Annual	83,931.64

(4) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,210.81
Annual	83,481.06

(5) Recruitment is at:

Biweekly	3,269.23
Annual	84,999.98

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

(7) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,334.13
Annual	86,687.38

Resident Wage Incentive:

Hourly	37.38	52.33
Biweekly	**2,990.10**	**4,186.13**
Annual	77,742.60	108,839.38

(8) Recruitment may be up to the following rate with the approval of DER:

Biweekly	3,899.08
Annual	101,376.08

(9) 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.

(10) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,324.98
Annual	86,449.48

(11) Minimum recruitment is at the following rate and may be at any rate in range with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	3,307.13
Annual	85,985.38

(12) Recruitment is at:

Biweekly	3,367.31
Annual	87,550.06

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

(14) Recruitment is at the following rate and may be at any rate in the range with the approval of DER and Chair of the Committee on Finance and Personnel:

Biweekly	3,434.15
Annual	89,287.90

Pay Range 1JX

Official Rate Biweekly

ASSESSMENT APPEALS DIRECTOR (1) (4)
ASSESSMENT OPERATIONS DIRECTOR (1) (2) (4) (5)
CHIEF OF STAFF HEALTH
CHIEF OF STAFF POLICE
CIVIL ENGINEER V
DEPUTY CITY CLERK
DEPUTY COMMISSIONER OF COMMUNITY HEALTH (2) (5)
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH (2) (5)
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND ENGAGEMENT (2) (5)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT
DISEASE CONTROL AND ENVIRONMENTAL HEALTH SERVICES DIRECTOR
ELECTRICAL SERVICES OPERATIONS MANAGER (3) (6)
ERS – DISABILITY DEPUTY DIRECTOR (2) (5)
FLEET SERVICES MANAGER
FORESTRY SERVICES MANAGER
PARKING SERVICES MANAGER
POLICE PLANNING AND POLICY DIRECTOR
PUBLIC HEALTH DEPUTY LABORATORIES DIRECTOR
SANITATION SERVICES MANAGER
STREET AND BRIDGES SERVICES MANAGER

Wage Rate:

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

(1) Recruitment is at:

Biweekly	3,684.62
Annual	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 the following rate and may be at any point in the range with DER approval:

Biweekly	3,266.81
Annual	84,937.06

Resident Wage Incentive:

Hourly	39.83	55.77
Biweekly	**3,186.74**	**4,461.75**
Annual	82,855.24	116,005.50

(4) Recruitment is at:

Biweekly	3,795.16
Annual	98,674.16

(5) 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.

(6) Recruitment is at the following rate and may be at any point in the range with DER approval:

Biweekly	3,364.81
Annual	87,485.06

Pay Range 1KX

Official Rate Biweekly

ACCOUNTS DIRECTOR
CHIEF COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
EMPLOYEE BENEFITS DIRECTOR
ENGINEER IN CHARGE
FINANCIAL OPERATIONS MANAGER
FINANCIAL SERVICES DIRECTOR
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR
LABOR NEGOTIATOR (1) (2)
PUBLIC WORKS COORDINATION MANAGER
WATER PLANTS MANAGER (1) (2)
WATER QUALITY MANAGER (1) (2)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	42.47	59.45
Biweekly	**3,397.30**	**4,756.38**
Annual	88,329.80	123,665.88

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

Pay Range 1LX

Official Rate Biweekly

ASSISTANT DIRECTOR – REDEVELOPMENT AUTHORITY
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

Wage Rate:

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

Resident Wage Incentive:

Hourly	45.26	63.37
Biweekly	**3,621.00**	**5,069.26**
Annual	94,146.00	131,800.76

Pay Range 1MX

Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
CHIEF OF STAFF
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (3) (7)
EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (2) (4) (5) (6) (8)
INFRASTRUCTURE ADMINISTRATION MANAGER
POLICE INFORMATION SYSTEMS DIRECTOR (3) (7)
WATER WORKS ADMINISTRATION MANAGER

Wage Rate:

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

(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 while occupied by Bernard Allen:

Biweekly	4,257.26	5,960.03
Annual	110,688.76	154,960.78

Resident Wage Incentive:

Hourly	48.24	67.54
Biweekly	**3,859.35**	**5,403.35**
Annual	100,343.10	140,487.10

(5) Recruitment may be at any rate in the pay range.
(6) Compensation may be at any rate in the pay range upon approval of the Annuity and Pension Board.
(7) 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.
(8) Position to be paid rates consistent with Pay Range 1OX while occupied by Bernard Allen:

Biweekly	4,384.98	6,138.83
Annual	114,009.48	159,609.58

Pay Range 1NX

Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR
CHIEF INFORMATION OFFICER
CHIEF INVESTMENT OFFICER (1) (2) (4) (5)
DEPUTY COMMISSIONER – CITY DEVELOPMENT
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR (3) (6)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR
MUNICIPAL PORT DIRECTOR

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	51.42	71.99
Biweekly	**4,113.71**	**5,759.35**
Annual	106,956.46	149,743.10

(4) Recruitment may be at any rate in the pay range.
(5) 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.
(6) 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

ADMINISTRATION DIRECTOR
CITY ENGINEER
COMMISSIONER OF ASSESSMENTS
COMMISSIONER – BUILDING INSPECTION
COMMISSIONER – CITY DEVELOPMENT
DEPUTY CITY ATTORNEY
DEPUTY COMMISSIONER OF MEDICAL SERVICE (1) (2)
EMPLOYEE RELATIONS DIRECTOR
OPERATIONS DIVISION DIRECTOR
WATER WORKS SUPERINTENDENT (1) (2)

Wage Rate:

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

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

Resident Wage Incentive:

Hourly	54.81	76.74
Biweekly	**4,384.98**	**6,138.83**
Annual	114,009.48	159,609.58

(2) 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

COMMISSIONER – HEALTH
COMMISSIONER – PUBLIC WORKS

Wage Rate:

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

Resident Wage Incentive:

Hourly	58.42	81.79
Biweekly	**4,673.81**	**6,543.10**
Annual	121,519.06	170,120.60

SECTION 2: PROFESSIONALS

Pay Range 2AN

Official Rate Biweekly

ASSISTANT PLANNER (1) (4)
ASSISTANT TRANSPORTATION PLANNER (1) (4)
DISEASE INTERVENTION SPECIALIST (1) (3) (4) (6)
GRAPHIC DESIGNER I (2) (5)
RENT ASSISTANCE SPECIALIST I (1) (4)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

(2) Recruitment is at:

Biweekly	1,455.01
Annual	37,830.26

(3) When assigned lead worker duties and responsibilities in the STD/HIV/TB Communicable and Infectious Disease Program, one Disease Intervention Specialist will be paid an additional $45.00 bi-weekly.

Resident Wage Incentive:

Hourly	17.40	24.36
Biweekly	**1,392.14**	**1,948.81**
Annual	36,195.64	50,669.06

(4) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

(5) Recruitment is at:

Biweekly	1,498.66
Annual	38,965.16

(6) When assigned lead worker duties and responsibilities in the STD/HIV/TB Communicable and Infectious Disease Program, one Disease Intervention Specialist will be paid an additional $45.00 bi-weekly.

Pay Range 2BN

Official Rate Biweekly

ADMINISTRATIVE SERVICES SPECIALIST
EXECUTIVE ADMINISTRATIVE ASSISTANT I
GRAPHIC DESIGNER II (3) (7)
LIBRARIAN ASSOCIATE (4) (8)
LIBRARY REFERENCE ASSISTANT (4) (8)
LIBRARY SERVICES ASSISTANT (4) (8)
LIBRARY TECHNOLOGY SPECIALIST (4) (8)
LIBRARY YOUTH EDUCATOR (2) (6)
OFFICE SUPERVISOR I
PENSION SPECIALIST
PUBLIC HEALTH EDUCATOR I (2) (6)
REAL ESTATE COORDINATOR I (1) (5)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(2) Recruitment is at:

Biweekly	1,577.90
Annual	41,025.40

(3) Recruitment is at:

Biweekly	1,682.03
Annual	43,732.78

(4) Recruitment is at:

Biweekly	1,554.58
Annual	40,419.08

and may be up to the following rate with the approval of DER:

Biweekly	1,669.70
Annual	43,412.20

Resident Wage Incentive:

Hourly	18.53	25.94
Biweekly	**1,482.62**	**2,075.49**
Annual	38,548.12	53,962.74

(5) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(6) Recruitment is at:

Biweekly	1,625.24
Annual	42,256.24

(7) Recruitment is at:

Biweekly	1,732.49
Annual	45,044.74

(8) Recruitment is at:

Biweekly	1,601.22
Annual	41,631.72

and may be up to the following rate with the approval of DER:

Biweekly	1,719.79
Annual	44,714.54

Pay Range 2CN

Official Rate Biweekly

ACCOUNTANT I (1) (4) (8) (11)
ADMINISTRATIVE SPECIALIST
ARTS PROJECT COORDINATOR (5) (12)
BRANCH LIBRARY SERVICES ASSISTANT (7) (14)
BUILDING MAINTENANCE SUPERVISOR I
BUILDING SERVICES SUPERVISOR
BUSINESS ANALYST
CLAIMS ADJUSTER
DISABILITY SPECIALIST
DISEASE INTERVENTION SPECIALIST COORDINATOR (5) (12)
DOCUMENT SERVICES SUPERVISOR
EXECUTIVE ADMINISTRATIVE ASSISTANT II
HEALTH INFORMATION SPECIALIST (2) (5) (9) (12)
GRAPHIC DESIGNER – LEAD (5) (12)
LEGISLATIVE ASSISTANT (3) (10)
LIBRARY TECHNICIAN IV (7) (14)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (7) (14)
MEDIA SPECIALIST (6) (13)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (7) (14)
NETWORK COORDINATOR – ASSISTANT
OFFICE SUPERVISOR II
PUBLIC HEALTH EDUCATOR II (5) (12)
RECAST PROGRAM COORDINATOR (5) (12)
RENT ASSISTANCE INSPECTOR (6) (13)
RENT ASSISTANCE SPECIALIST II (6) (13)

Wage Rate:

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

(1) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,586.35	2,220.57
Annual	41,245.10	57,734.82

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

Biweekly	2,025.15
Annual	52,653.90

(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:

Biweekly	1,782.59
Annual	46,347.34

(5) Recruitment is at:

Biweekly	1,748.96
Annual	45,472.96

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

(7) Recruitment is at:

Biweekly	1,656.51
Annual	43,069.26

and may be up to the following rate with the approval of DER:

Biweekly	1,779.17
Annual	46,258.42

Resident Wage Incentive:

Hourly	19.75	27.64
Biweekly	**1,579.89**	**2,211.52**
Annual	41,077.14	57,499.52

(8) Diane Kronberg is authorized to be paid the following biweekly rates:

Biweekly	1,633.94	2,287.19
Annual	42,482.44	59,466.94

(9) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,085.90
Annual	54,233.40

(10) Recruitment limited to the minimum of the salary grade except as provided for current City employees in Part II of the Salary Ordinance.

(11) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(12) Recruitment is at:

Biweekly	1,801.43
Annual	46,837.18

(13) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

(14) Recruitment is at:

Biweekly	1,706.21
Annual	44,361.46

and may be up to the following rate with the approval of DER:

Biweekly	1,832.55
Annual	47,646.30

Pay Range 2DN

Official Rate Biweekly

ACCOUNTANT II (6) (20)
ADMINISTRATIVE SUPPORT SPECIALIST
ANTI-GRAFFITI PROGRAM COORDINATOR
BUDGET AND MANAGEMENT ANALYST
BUSINESS SERVICES SPECIALIST (8) (22)
ENVIRONMENTAL AND DISEASE CONTROL SPECIALIST (5) (19)
GEOGRAPHIC INFORMATION SPECIALIST (7) (21)
HEALTH AND SAFETY SPECIALIST
HUMAN RESOURCES ANALYST
INVENTORY SUPERVISOR
LABOR RELATIONS ANALYST
LEAD PROGRAM INFORMATION SPECIALIST (7) (21)
LEAD RISK ASSESSOR III (7) (21)
LIBRARIAN I (12) (26)
LIBRARY EDUCATION OUTREACH SPECIALIST (9) (23)
LIBRARY VOLUNTEER COORDINATOR
MILWAUKEE PLAYS PROGRAM COORDINATOR
NUTRITIONIST (1) (15)
PENSION SPECIALIST – SENIOR
PERSONNEL ANALYST
PROPERTY APPRAISER (10) (11) (24) (25)
PROPERTY MANAGER (8) (22)
PUBLIC HEALTH NURSE 1 (3) (4) (17) (18)
PUBLIC HEALTH SOCIAL WORKER 1 (1) (15)
PURCHASING AGENT (14) (28)
REAL ESTATE COORDINATOR II (8) (22)
RENT ASSISTANCE SPECIALIST III (2) (8) (16) (22)
SAFETY SPECIALIST (13) (27)
TEST ADMINISTRATION COORDINATOR

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,040.46
Annual	53,051.96

and may be at any point in the range based on experience and credentials with the approval of DER.

(2) 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:

Biweekly	2,183.52
Annual	56,771.52

shall advance to:

Biweekly	2,205.35
Annual	57,339.10

(3) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,040.16
Annual	53,044.16

(4) **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.

(5) Recruitment is at:

Biweekly	1,830.14
Annual	47,583.64

and may be up to the following rate with the approval of DER:

Biweekly	1,969.04
Annual	51,195.04

(6) Recruitment is at:

Biweekly	1,811.34
Annual	47,094.84

(7) Recruitment is at:

Biweekly	1,837.67
Annual	47,779.42

(8) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(9) Recruitment is at:

Biweekly	1,940.44
Annual	50,451.44

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,906.46	2,026.10	2,153.25	2,288.38
Annual	49,567.96	52,678.60	55,984.50	59,497.88

Recruitment at any increment in the range based upon credentials with the approval of DER.

(11) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(12) Recruitment is at:

Biweekly	1,765.39
Annual	45,900.14

and may be up to the following rate with the approval of DER:

Biweekly	1,896.12
Annual	49,299.12

(13) Recruitment is at:

Biweekly	1,742.53
Annual	45,305.78

(14) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Resident Wage Incentive:

Hourly	21.05	29.46
Biweekly	**1,683.66**	**2,357.03**
Annual	43,775.16	61,282.78

(15) Recruitment is at:

Biweekly	2,101.67
Annual	54,643.42

and may be at any point in the range based on experience and credentials with the approval of DER.

(16) 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:

Biweekly	2,249.03
Annual	58,474.78

shall advance to:

Biweekly	2,271.51
Annual	59,059.26

(17) **Career Ladder Position.** Recruitment is at the following rate and may be above minimum commensurate with experience and credentials with DER approval:

Biweekly	2,101.36
Annual	54,635.36

(18) **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.

(19) Recruitment is at:

Biweekly	1,885.04
Annual	49,011.04

and may be up to the following rate with the approval of DER:

Biweekly	2,028.11
Annual	52,730.86

(20) Recruitment is at:

Biweekly	1,865.68
Annual	48,507.68

(21) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(22) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(23) Recruitment is at:

Biweekly	1,998.65
Annual	51,964.90

(24) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,963.65	2,086.88	2,217.85	2,357.03
Annual	51,054.90	54,258.88	57,664.10	61,282.78

Recruitment at any increment in the range based upon credentials with the approval of DER.

(25) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(26) Recruitment is at:

Biweekly	1,818.35
Annual	47,277.10

and may be up to the following rate with the approval of DER:

Biweekly	1,953.00
Annual	50,778.00

(27) Recruitment is at:

Biweekly	1,794.81
Annual	46,665.06

(28) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Pay Range 2EN

Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (17)
ATHLETIC TRAINER
CIVIL ENGINEER I (1) (17)
COMMUNITY OUTREACH SPECIALIST (14) (30)
DOULA
ELECTRICAL ENGINEER I (1) (17)
FIRE PROTECTION ENGINEER I (15) (31)
HOUSING PROGRAMS SPECIALIST (12) (28)
INVESTIGATOR/ADJUSTER (2) (3) (18) (19)
IT SUPPORT SPECIALIST (11) (27)
LABORATORY DATA SPECIALIST (4) (20)
LACTATION COUNSELOR (14) (30)
LEAD PROJECT SPECIALIST
LIBRARIAN II (10) (26)
LIBRARY MARKETING SPECIALIST

MECHANICAL ENGINEER I (1) (17)
MEDIA PRODUCER (6) (22)
PLAN EXAMINER SPECIALIST (7) (23)
PUBLIC HEALTH NURSE 2 (8) (9) (24) (25)
PUBLIC HEALTH SOCIAL WORKER 2 (16) (32)
TRAFFIC CONTROL ENGINEER I (1) (17)
WATER CHEMIST (5) (21)
WATER TREATMENT PLANT OPERATOR (13) (29)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

and may be up to the following rate with the approval of DER:

Biweekly	2,245.10
Annual	58,372.60

(2) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,802.13	2,522.97
Annual	46,855.38	65,597.22

(3) Recruitment is at:

Biweekly	2,028.83
Annual	52,749.58

(4) Recruitment is at:

Biweekly	1,950.62
Annual	50,716.12

(5) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,810.00
Annual	47,060.00

(6) To be paid the following biweekly rates:

Biweekly	1,925.13	2,474.58
Annual	50,053.38	64,339.08

(7) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,160.38	2,262.92	2,365.46	2,468.00	2,570.54
Annual	56,169.88	58,835.92	61,501.96	64,168.00	66,834.04

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,142.15	2,439.48
Annual	55,695.90	63,426.48

(9) **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.

(10) Recruitment is at:

Biweekly	1,881.93
Annual	48,930.18

and may be up to the following rate with the approval of DER:

Biweekly	2,021.31
Annual	52,554.06

(11) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,950.62
Annual	50,716.12

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,042.62	2,135.33	2,232.25	2,333.56	2,439.48
Annual	53,108.12	55,518.58	58,038.50	60,672.56	63,426.48

(13) Minimum recruitment is at:

Biweekly	1,762.81
Annual	45,833.06

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(14) Recruitment is at:

Biweekly	2,040.15
Annual	53,043.90

(15) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(16) Recruitment is at:

Biweekly	2,142.48
Annual	55,704.48

and may be at any point in the pay range based on experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	22.44	31.41
Biweekly	**1,794.81**	**2,512.66**
Annual	46,665.06	65,329.16

(17) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

and may be up to the following rate with the approval of DER:

Biweekly	2,312.45
Annual	60,123.70

(18) Steven Carini is authorized to be paid the following biweekly rates:

Biweekly	1,856.19	2,598.66
Annual	48,260.94	67,565.16

(19) Recruitment is at:

Biweekly	2,089.69
Annual	54,331.94

(20) Recruitment is at:

Biweekly	2,009.14
Annual	52,237.64

(21) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	1,864.30
Annual	48,471.80

(22) To be paid the following biweekly rates:

Biweekly	1,982.88	2,548.82
Annual	51,554.88	66,269.32

(23) **Career Ladder Position.** Recruitment rate is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,225.19	2,330.81	2,436.42	2,542.04	2,647.66
Annual	57,854.94	60,601.06	63,346.92	66,093.04	68,839.16

(24) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,206.41	2,512.66
Annual	57,366.66	65,329.16

(25) **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.

(26) Recruitment is at:

Biweekly	1,938.39
Annual	50,398.14

and may be up to the following rate with the approval of DER:

Biweekly	2,081.95
Annual	54,130.70

(27) Recruitment is at the following rate and may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,009.14
Annual	52,237.64

(28) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,103.90	2,199.39	2,299.22	2,403.57	2,512.66
Annual	54,701.40	57,184.14	59,779.72	62,492.82	65,329.16

(29) Minimum recruitment is at:

Biweekly	1,815.69
Annual	47,207.94

Structured recruitment flexibility based on experience and credentials may be at any point in the range with DER approval.

(30) Recruitment is at:

Biweekly	2,101.35
Annual	54,635.10

(31) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

(32) Recruitment is at:

Biweekly	2,206.75
Annual	57,375.50

and may be at any point in the pay range based on experience and credentials with the approval of DER.

Pay Range 2EX

Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR
ASSOCIATE PLANNER (2) (5)
ASSOCIATE TRANSPORTATION PLANNER (2) (5)
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
HRIS ANALYST (3) (6)
LEGISLATIVE FISCAL ANALYST – ASSOCIATE
MANAGEMENT ACCOUNTANT – SENIOR
MANAGEMENT TRAINEE (1) (4)
NETWORK COORDINATOR ASSOCIATE
SENSITIVE CRIMES PROJECT COORDINATOR
SYSTEMS ANALYST – ASSISTANT (3) (6)
TELECOMMUNICATIONS ANALYST – ASSISTANT

Wage Rate:

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

(1) Incumbents are limited to the minimum of the pay range.
(2) Recruitment is at:

Biweekly	1,975.30
Annual	51,357.80

and may be up to the following rate with the approval of DER:

Biweekly	2,245.10
Annual	58,372.60

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

Resident Wage Incentive:

Hourly	24.10	31.41
Biweekly	**1,928.08**	**2,512.66**
Annual	50,130.08	65,329.16

(4) Incumbents are limited to the minimum of the pay range.
(5) Recruitment is at:

Biweekly	2,034.56
Annual	52,898.56

and may be up to the following rate with the approval of DER:

Biweekly	2,312.45
Annual	60,123.70

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

Pay Range 2FN

Official Rate Biweekly

CHEMIST (5) (14)
ELECTION SERVICES OFFICE ADMINISTRATOR
ENVIRONMENTAL HEALTH COORDINATOR (8) (17)
ENVIRONMENTAL RISK OFFICER (1) (10)
FIRE DISPATCHER – SENIOR (6) (15)
LIBRARIAN III (7) (16)
MECHANICAL PLAN EXAMINER II (2) (11)
MICROBIOLOGIST (5) (14)
PLAN EXAMINER II (2) (11)
PUBLIC HEALTH NURSE 3 (3) (4) (12) (13)
PUBLIC HEALTH SOCIAL WORKER 3 (9) (18)
VIROLOGIST (5) (14)
WATER MICROBIOLOGIST (5) (14)

Wage Rate:

Hourly	23.22	32.51
Biweekly	**1,857.47**	**2,600.60**
Annual	48,294.22	67,615.60

(1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,039.77	2,151.92	2,264.08	2,376.23	2,488.42	2,600.58
Annual	53,034.02	55,949.92	58,866.08	61,781.98	64,698.92	67,615.08

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,554.73	2,656.92	2,757.88
Annual	66,422.98	69,079.92	71,704.88

(3) **Career Ladder Position.** Recruitment is at minimum of the following range. 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:

Biweekly	2,386.92	2,600.60
Annual	62,059.92	67,615.60

(4) **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.

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

(6) **Career Ladder Position.** Minimum recruitment is at the minimum of the following range. 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:

Biweekly	2,345.83	2,469.93	2,600.60
Annual	60,991.58	64,218.18	67,615.60

(7) Recruitment is at:

Biweekly	2,006.12
Annual	52,159.12

and may be up to the following rate with the approval of DER:

Biweekly	2,154.74
Annual	56,023.24

(8) Recruitment is at:

Biweekly	2,286.54
Annual	59,450.04

(9) Recruitment is at:

Biweekly	2,249.60
Annual	58,489.60

and may be at any point in the range based upon experience and credentials with approval of DER.

Resident Wage Incentive:

Hourly	23.91	33.48
Biweekly	**1,913.19**	**2,678.62**
Annual	49,742.94	69,644.12

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,100.96	2,216.48	2,332.00	2,447.52	2,563.07	2,678.60
Annual	54,624.96	57,628.48	60,632.00	63,635.52	66,639.82	69,643.60

(11) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	2,631.37	2,736.63	2,840.62
Annual	68,415.62	71,152.38	73,856.12

(12) **Career Ladder Position.** Recruitment is at minimum of the following range. 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:

Biweekly	2,458.53	2,678.62
Annual	63,921.78	69,644.12

(13) **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.

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

(15) **Career Ladder Position.** Minimum recruitment is at the minimum of the following range. 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:

Biweekly	2,416.20	2,544.03	2,678.62
Annual	62,821.20	66,144.78	69,644.12

(16) Recruitment is at:

Biweekly	2,066.30
Annual	53,723.80

and may be up to the following rate with the approval of DER:

Biweekly	2,219.38
Annual	57,703.88

(17) Recruitment is at:

Biweekly	2,355.14
Annual	61,233.64

(18) Recruitment is at:

Biweekly	2,317.09
Annual	60,244.34

and may be at any point in the range based upon experience and credentials with approval of DER.

Pay Range 2FX

Official Rate Biweekly

BUDGET AND MANAGEMENT ANALYST – SENIOR
CERTIFICATION AND COMMUNICATIONS COORDINATOR
CLAIMS ADJUSTER SPECIALIST
COMMUNITY OUTREACH PROJECT LIAISON
COMPLIANCE PROGRAMS COORDINATOR
CREATIVE DESIGN AND BRAND SPECIALIST
DIVERSITY RECRUITER
DPW OPERATIONS BUSINESS ANALYST
EVENTS AND OUTREACH COORDINATOR
FINANCE SPECIALIST
FIRE AND POLICE COMMISSION RISK AUDITOR
HUMAN RESOURCES ANALYST – SENIOR (5) (10)
INJURY AND VIOLENCE PREVENTION PROGRAM COORDINATOR
LABOR RELATIONS ANALYST – SENIOR
LEAD PROJECT COORDINATOR (CDBG)
PERMITS AND COMMUNICATIONS SPECIALIST
PERSONNEL ANALYST – SENIOR
PURCHASING AGENT - SENIOR (4) (9)
RESEARCH AND POLICY ANALYST
RECRUITER
SAFETY SPECIALIST – SENIOR (1) (2) (3) (6) (7) (8)
SANITATION PROJECT ANALYST (1) (6)
WATER CLAIMS SPECIALIST
WATER MARKETING SPECIALIST
WORKFORCE OUTREACH SPECIALIST

Wage Rate:

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

(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:

Biweekly	1,979.57
Annual	51,468.82

(3) Additional 5% when assigned lead or supervisory assignments.

(4) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

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

Resident Wage Incentive:

Hourly	24.10	33.48
Biweekly	**1,928.08**	**2,678.62**
Annual	50,130.08	69,644.12

(6) 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.

(7) Recruitment is at:

Biweekly	2,038.96
Annual	53,012.96

(8) Additional 5% when assigned lead or supervisory assignments.

(9) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

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

Pay Range 2GN

Official Rate Biweekly

ARCHITECTURAL DESIGNER II (4) (16)
CIVIL ENGINEER II (4) (16)
CRIME ANALYST (1) (13)
ELECTION SERVICES ADMINISTRATOR
ELECTRICAL ENGINEER II (4) (16)
FIRE PROTECTION ENGINEER II (4) (12) (16) (24)
GIS ANALYST (5) (17)
HOUSING REHABILITATION SPECIALIST (10) (22)
INTELLIGENCE ANALYST (1) (13)
IT SUPPORT SPECIALIST – SENIOR (3) (15)
LANDSCAPE ARCHITECT
LEAD WATER CHEMIST (9) (21)
MECHANICAL ENGINEER II (4) (16)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR (6) (18)
PROGRAMMER ANALYST (3) (15)
PUBLIC HEALTH NURSE COORDINATOR (2) (8) (14) (20)
SENIOR WATER TREATMENT PLANT OPERATOR (11) (23)
SPECIAL ENFORCEMENT INSPECTOR (6) (7) (18) (19)
TRAFFIC CONTROL ENGINEER II (4) (16)
WATER QUALITY ANALYST (5) (17)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,086.58
Annual	54,251.08

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,426.79
Annual	63,096.54

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,162.85	2,771.65
Annual	56,234.10	72,062.90

(3) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,183.34
Annual	56,766.84

(4) Recruitment is at:

Biweekly	2,245.10
Annual	58,372.60

(5) Recruitment is at:

Biweekly	2,183.34
Annual	56,766.84

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,390.46	2,481.04	2,571.65	2,662.27	2,752.85	2,843.46
Annual	62,151.96	64,507.04	66,862.90	69,219.02	71,574.10	73,929.96

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

(8) **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 the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,114.62
Annual	54,980.12

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,390.46	2,496.45	2,607.14	2,722.74	2,843.46
Annual	62,151.96	64,907.70	67,785.64	70,791.24	73,929.96

(11) Minimum recruitment is at:

Biweekly	2,202.69
Annual	57,269.94

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.

(12) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	**2,038.96**	**2,854.80**
Annual	53,012.96	74,224.80

(13) Recruitment is at:

Biweekly	2,149.18
Annual	55,878.68

and may be up to the following rate with the approval of DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,499.59
Annual	64,989.34

(14) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,227.74	2,854.80
Annual	57,921.24	74,224.80

(15) Recruitment is at the following rate and may be at any point in the range with DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,248.84
Annual	58,469.84

(16) Recruitment is at:

Biweekly	2,312.45
Annual	60,123.70

(17) Recruitment is at:

Biweekly	2,248.84
Annual	58,469.84

(18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner - Building Inspection of having attained the required skills, job performance, and demonstrated competencies:

Biweekly	2,462.17	2,555.47	2,648.80	2,742.14	2,835.44	2,928.76
Annual	64,016.42	66,442.22	68,868.80	71,295.64	73,721.44	76,147.76

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

(20) **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.

(21) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,178.06
Annual	56,629.56

(22) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment above the minimum is allowed commensurate with experience and credentials with DER approval. Employees will advance to the next rate in the range upon certification by the Commissioner – City Development of having attained and maintained the required skills, job performance and demonstrated competencies:

Biweekly	2,462.17	2,571.34	2,685.35	2,804.42	2,928.76
Annual	64,016.42	66,854.84	69,819.10	72,914.92	76,147.76

(23) Minimum recruitment is at:

Biweekly	2,268.77
Annual	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.

(24) Recruitment may be at any rate in the range based on experience and credentials with the approval of DER.

Pay Range 2GX

Official Rate Biweekly

ACCOUNTANT III
ACCOUNTING SPECIALIST
AUDITOR
BUDGET AND MANAGEMENT ANALYST – LEAD
BUSINESS OPERATIONS SPECIALIST (8) (17)
COMPTROLLER NETWORK ANALYST
CONTRACT COMPLIANCE OFFICER
DATABASE ASSOCIATE (8) (17)
ECONOMIC DEVELOPMENT SPECIALIST
ENVIRONMENTAL POLICY ANALYST
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (7) (16)
FINANCIAL SYSTEMS ANALYST
GIS DEVELOPER
GRANT MONITOR
INTERNET SERVICES COORDINATOR
INVESTMENTS AND FINANCIAL SERVICES SPECIALIST (2) (12)
IT PROJECT COORDINATOR (5) (14)
LEGISLATIVE FISCAL ANALYST – SENIOR
LIBRARIAN IV (4) (13)
MANAGEMENT AND ACCOUNTING OFFICER
NETWORK COORDINATOR – SENIOR (1) (3) (11) (13)
PARKING CITATION REVIEW MANAGER
PENSION ACCOUNTING SPECIALIST
PROCUREMENT SPECIALIST (9) (18)
PROGRAM MANAGER
REAL ESTATE SPECIALIST (6) (15)
STAFF ASSISTANT
STAFF ASSISTANT TO THE MAYOR
SYSTEMS ANALYST – ASSOCIATE

TELECOMMUNICATIONS ANALYST – ASSOCIATE
WORKFORCE DEVELOPMENT COORDINATOR

Wage Rate:

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

(1) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,248.55	3,147.86
Annual	58,462.30	81,844.36

(2) Recruitment is at:

Biweekly	2,314.33
Annual	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) Recruitment is at:

Biweekly	2,138.00
Annual	55,588.00

and may be up to the following rate with the approval of DER:

Biweekly	2,296.40
Annual	59,706.40

(5) Recruitment is at:

Biweekly	2,183.35
Annual	56,767.10

(6) Benjamin Timm is authorized at the following rate:

Biweekly	2,792.23
Annual	72,597.98

(7) Tory Kress is authorized at the following rate:

Biweekly	2,800.80
Annual	72,820.80

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

(9) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Resident Wage Incentive:

Hourly	25.49	35.69
Biweekly	**2,038.96**	**2,854.80**
Annual	53,012.96	74,224.80

(10) Kimberly Berry is authorized to be paid rates consistent with Pay Range 2IN:

Biweekly	2,316.01	3,242.30
Annual	60,216.26	84,299.80

(11) Recruitment is at:

Biweekly	2,383.76
Annual	61,977.76

(12) 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.

(13) Recruitment is at:

Biweekly	2,202.14
Annual	57,255.64

and may be up to the following rate with the approval of DER:

Biweekly	2,365.29
Annual	61,497.54

(14) Recruitment is at:

Biweekly	2,248.85
Annual	58,470.10

(15) Benjamin Timm is authorized at the following rate:

Biweekly	2,876.00
Annual	74,776.00

(16) Tory Kress is authorized at the following rate:

Biweekly	2,884.82
Annual	75,005.32

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

(18) Recruitment above the minimum based on structured recruitment flexibility subject to approval by DER.

Pay Range 2HN

Official Rate Biweekly

BOILER INSPECTOR (8) (18)
BUILDING CONSTRUCTION INSPECTOR (8) (18)
CHEMIST – SENIOR (9) (19)
ELECTRICAL INSPECTOR (8) (18)
ELEVATOR INSPECTOR (8) (18)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (3) (13)
FACILITIES MAINTENANCE COORDINATOR (3) (13)
FORENSIC BALLISTICS SPECIALIST (9) (19)
IT SUPPORT SPECIALIST – LEAD (4) (14)
LABORATORY INFORMATION SYSTEMS SPECIALIST (5) (15)
MICROBIOLOGIST – SENIOR (9) (19)
NETWORK ANALYST – SENIOR (1) (11)
PLUMBING INSPECTOR (8) (18)
SENIOR PROPERTY APPRAISER (2) (6) (7) (12) (16) (17)
SPRINKLER CONSTRUCTION INSPECTOR (8) (18)
VIROLOGIST – SENIOR (9) (19)
WATER CHEMIST PROJECT LEADER (10) (20)
WATER MICROBIOLOGIST – SENIOR (9) (19)
WATER QUALITY ASSURANCE SPECIALIST (9) (19)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,651.90
Annual	68,949.40

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,431.99	2,584.61	2,746.81	2,919.18
Annual	63,231.74	67,199.86	71,417.06	75,898.68

(3) Recruitment is at:

Biweekly	2,445.18
Annual	63,574.68

(4) Recruitment is at:

Biweekly	2,444.96
Annual	63,568.96

(5) Recruitment is at:

Biweekly	2,359.85
Annual	61,356.10

(6) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(7) **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:

Biweekly	3,065.15	3,218.41
Annual	79,693.90	83,678.66

(8) **Career Ladder Position.** Recruitment is at the minimum the following range. 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:

Biweekly	2,444.96	2,546.78	2,648.60	2,750.42	2,852.24	2,954.08
Annual	63,568.96	66,216.28	68,863.60	71,510.92	74,158.24	76,806.08

(9) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,113.16
Annual	54,942.16

(10) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,254.16
Annual	58,608.16

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	**2,173.49**	**3,042.70**
Annual	56,510.74	79,110.20

(11) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

and may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,731.46
Annual	71,017.96

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment may be at any increment in the range based upon credentials with the approval of DER. Employees will advance to the next rate in the range upon certification by the Commissioner of Assessments of having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,504.95	2,662.15	2,829.21	3,006.76
Annual	65,128.70	69,215.90	73,559.46	78,175.76

(13) Recruitment is at:

Biweekly	2,518.54
Annual	65,482.04

(14) Recruitment is at:

Biweekly	2,518.31
Annual	65,476.06

(15) Recruitment is at:

Biweekly	2,430.65
Annual	63,196.90

(16) **Career Ladder Position.** An employee designated as a "Project Leader" by the Commissioner of Assessments will receive an additional 5% when assigned those functions.

(17) **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:

Biweekly	3,157.10	3,314.96
Annual	82,084.60	86,188.96

(18) **Career Ladder Position.** Recruitment is at the minimum the following range. 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:

Biweekly	2,518.31	2,623.18	2,728.06	2,832.93	2,937.81	3,042.70
Annual	65,476.06	68,202.68	70,929.56	73,656.18	76,383.06	79,110.20

(19) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,176.55
Annual	56,590.30

(20) Recruitment is at the following rate and may be at any rate in the pay range with the approval of DER:

Biweekly	2,321.78
Annual	60,366.28

Pay Range 2HX

Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (1) (5)
ACCOUNTANT LEAD
ACCOUNTING SUPERVISOR
AUDITOR LEAD
BENEFITS AND WELLNESS COORDINATOR (4) (8)
BUSINESS FINANCE OFFICER
BUSINESS SUPPORT LIAISON
BUSINESS SYSTEMS SPECIALIST
BUDGET AND POLICY SPECIALIST
CITY PAYROLL SPECIALIST
COMMUNITY ANALYTICS ANALYST
COMMUNITY OUTREACH COORDINATOR
DATA AND EVALUATION COORDINATOR
DATA COMMUNICATIONS SPECIALIST
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR
FIRE AND POLICE COMMISSION INVESTIGATOR/AUDITOR
FUNCTIONAL APPLICATIONS ANALYST (2) (6)
HUMAN RESOURCES REPRESENTATIVE (4) (8)
INFRASTRUCTURE SERVICES PERSONNEL OFFICER
LABOR RELATIONS REPRESENTATIVE
LEAVE ADMINISTRATION COORDINATOR (4) (8)
LEGISLATIVE FISCAL ANALYST – LEAD
MANAGEMENT SERVICES ANALYST
PUBLIC HEALTH EMERGENCY RESPONSE PLANNING COORDINATOR
RECAST PROGRAM MANAGER (4) (8)
SENIOR PLANNER (3) (7)
SENIOR PLANNER – ARCHITECTURAL DESIGN (3) (7)
STAFF ASSISTANT – COMMON COUNCIL PRESIDENT
STAFF ASSISTANT TO THE MAYOR – SENIOR
SYSTEMS COORDINATOR
VIOLENCE PREVENTION MANAGER
WATER SECURITY MANAGER (1) (5)
WATER WORKS PERSONNEL OFFICER

Wage Rate:

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

(1) Recruitment may be at any rate in the pay range with the approval of DER.
(2) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,329.60
Annual	60,569.60

(3) Recruitment is at:

Biweekly	2,307.70
Annual	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.

Resident Wage Incentive:

Hourly	27.17	38.03
Biweekly	**2,173.49**	**3,042.70**
Annual	56,510.74	79,110.20

(5) Recruitment may be at any rate in the pay range with the approval of DER.
(6) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	2,399.49
Annual	62,386.74

(7) Recruitment is at:

Biweekly	2,376.93
Annual	61,800.18

(8) 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 2IN

Official Rate Biweekly

ARCHITECT III (1) (4)
BICYCLE AND PEDESTRIAN COORDINATOR (1) (4)
CIVIL ENGINEER III (2) (5)
ELECTRICAL ENGINEER III (1) (4)
ENGINEERING TECHNICIAN VI (1) (4)
FACILITIES PROJECT COORDINATOR (1) (4)
LAND SURVEYOR (2) (5)
MECHANICAL ENGINEER III (1) (4)
TRAFFIC CONTROL ENGINEER III (1) (4)
WATER PLANT AUTOMATION CONTROLS ENGINEER (3) (6)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

(2) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

Biweekly	2,870.00
Annual	74,620.00

(3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment 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 range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,428.12	2,548.08	2,668.03	2,787.99	2,907.95	3,027.90	3,147.86
Annual	63,131.12	66,250.08	69,368.78	72,487.74	75,606.70	78,725.40	81,844.36

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	**2,316.01**	**3,242.30**
Annual	60,216.26	84,299.80

(4) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

(5) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

and may be up to the following rate with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel:

Biweekly	2,956.10
Annual	76,858.60

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Recruitment 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 range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,500.96	2,624.52	2,748.07	2,871.63	2,995.19	3,118.74	3,242.30
Annual	65,024.96	68,237.52	71,449.82	74,662.38	77,874.94	81,087.24	84,299.80

Pay Range 2IX

Official Rate Biweekly

ADA COORDINATOR
ASSISTANT CITY ATTORNEY I (2) (7)
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 (1) (6)
GIS DEVELOPER – SENIOR
GRANT BUDGET SPECIALIST
INSPECTOR GENERAL (5) (10)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR
IT SECURITY AND AUDIT COMPLIANCE ANALYST (4) (9)
LIBRARY CONSTRUCTION PROJECT MANAGER (3) (8)
NETWORK ADMINISTRATOR
POLICE OPEN RECORDS LEGAL ADVISOR
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST
STAFF ASSISTANT – SENIOR
SYSTEMS ANALYST – SENIOR (4) (9)
SYSTEMS SECURITY ADMINISTRATOR
TELECOMMUNICATIONS ANALYST – SENIOR
TRADE DEVELOPMENT REPRESENTATIVE (4) (9)
WATER SYSTEMS ANALYST – SENIOR
YOUTH DEVELOPMENT COORDINATOR

Wage Rate:

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

(1) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,898.02
Annual	75,348.52

(2) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	2,454.23
Annual	63,809.98

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

(5) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

Resident Wage Incentive:

Hourly	28.95	40.53
Biweekly	**2,316.01**	**3,242.30**
Annual	60,216.26	84,299.80

(6) Recruitment for one position in the DOA-Budget and Management Division authorized up to the following rate with the approval of DER :

Biweekly	2,984.96
Annual	77,608.96

(7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.

(8) Recruitment is at:

Biweekly	2,527.86
Annual	65,724.36

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

(10) 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

FIRE PROTECTION ENGINEER III (4) (8)
MECHANICAL PLAN EXAMINER III (1) (5)
MICROBIOLOGIST – LEAD (3) (7)
PLAN EXAMINER III (1) (2) (5) (6)

Wage Rate:

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

(1) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,705.15	2,813.73	2,922.31	3,030.88	3,139.46	3,248.04	3,356.54
Annual	70,333.90	73,156.98	75,980.06	78,802.88	81,625.96	84,449.04	87,270.04

(2) **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.

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

(4) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER:

Biweekly	2,705.15
Annual	70,333.90

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	**2,469.56**	**3,457.25**
Annual	64,208.56	89,888.50

(5) **Career Ladder Position.** Recruitment is at the minimum of the following range. 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:

Biweekly	2,786.30	2,898.14	3,009.98	3,121.81	3,233.64	3,345.48	3,457.24
Annual	72,443.80	75,351.64	78,259.48	81,167.06	84,074.64	86,982.48	89,888.24

(6) **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.

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

(8) Recruitment is at the following rate and may be at any rate in the range based on experience and credentials with the approval of DER:

Biweekly	2,786.30
Annual	72,443.80

Pay Range 2JX

Official Rate Biweekly

BUSINESS SYSTEMS ADMINISTRATOR
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER
DATABASE ANALYST (2) (7)
EARLY CHILDHOOD PROGRAM DIRECTOR (2) (7)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (4) (9)
EPIDEMIOLOGIST
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (5) (10)
GRANT COMPLIANCE MANAGER
HUMAN RESOURCES COMPLIANCE OFFICER
INFORMATION SYSTEMS AUDITOR (5) (10)
LABOR RELATIONS OFFICER
MARKETING AND COMMUNICATIONS OFFICER (2) (7)
MAYOR'S LIAISON OFFICER
PORT FINANCE OFFICER
PRINCIPAL PLANNER (3) (8)
RESOURCE RECOVERY PROGRAM MANAGER (1) (6)
RISK MANAGEMENT AND SAFETY OFFICER (2) (7)
STAFF ASSISTANT MANAGER
STRATEGIC DEVELOPMENT MANAGER
SYSTEMS ANALYST – LEAD
VIOLENCE PREVENTION RESEARCH COORDINATOR

Wage Rate:

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

(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:

Biweekly	2,705.16
Annual	70,334.16

(4) Dan Casanova is authorized at the following rate:

Biweekly	3,379.34
Annual	87,862.84

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

Resident Wage Incentive:

Hourly	30.87	43.22
Biweekly	**2,469.56**	**3,457.25**
Annual	64,208.56	89,888.50

(6) 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.
(7) Recruitment at any rate in the pay range with the approval of DER and the Chair of the Committee on Finance and Personnel.

(8) Recruitment is at:

Biweekly	2,786.31
Annual	72,444.06

(9) Dan Casanova is authorized at the following rate:

Biweekly	3,480.72
Annual	90,498.72

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

Pay Range 2KX

Official Rate Biweekly

ARCHITECT IV (1) (2) (6) (7)
ASSISTANT CITY ATTORNEY II (5) (10)

CIVIL ENGINEER IV (1) (2) (6) (7)
FISCAL PLANNING SPECIALIST – SENIOR
INTERGOVERNMENTAL POLICY MANAGER
LONG RANGE PLANNING MANAGER
PENSION INVESTMENT ANALYST ASSOCIATE (3) (4) (8) (9)
SPECIAL ASSISTANT TO MAYOR
TELECOMMUNICATIONS ENGINEER

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,900.31
Annual	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.

Resident Wage Incentive:

Hourly	32.90	46.06
Biweekly	**2,631.84**	**3,684.62**
Annual	68,427.84	95,800.12

(6) Recruitment is at:

Biweekly	2,987.32
Annual	77,670.32

(7) Positions are eligible for Call in Pay, Shift and Weekend Differentials, and 12 hour differential as described in Part II of the Salary Ordinance.
(8) Recruitment may be at any rate in the pay range.
(9) 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.
(10) **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

BUDGET AND POLICY MANAGER
CAPITAL AND DEBT SPECIALIST
DEVELOPMENT PROJECTS COORDINATOR

ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER
ERS DATABASE ADMINISTRATOR (2) (4)
ERS SERVER ADMINISTRATOR (2) (4)
ERS SOFTWARE DEVELOPER (2) (4)
FMIS PROJECT MANAGER
LEGISLATIVE FISCAL MANAGER
POLICY AND ADMINISTRATION MANAGER
SYSTEMS ANALYST – PROJECT LEADER
TELECOMMUNICATIONS ANALYST PROJECT LEADER (1) (3)

Wage Rate:

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

(1) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,029.19
Annual	78,758.94

(2) Recruitment may be at any point in the range with DER approval.

Resident Wage Incentive:

Hourly	35.07	49.10
Biweekly	**2,805.84**	**3,928.04**
Annual	72,951.84	102,129.04

(3) Recruitment is authorized up to the following rate with the approval of DER:

Biweekly	3,120.07
Annual	81,121.82

(4) Recruitment may be at any point in the range with DER approval.

Pay Range 2MX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (7)
FIRE AND POLICE COMMISSION RISK MANAGER (4) (10)
INTERGOVERNMENTAL POLICY MANAGER - SENIOR
LEGISLATIVE FISCAL MANAGER – SENIOR
MARKET DEVELOPMENT MANAGER (6) (12)
NURSE PRACTITIONER (5) (11)
PENSION INVESTMENT ANALYST (2) (3) (8) (9)
PUBLIC DEBT SPECIALIST

Wage Rate:

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

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

Resident Wage Incentive:

Hourly	37.38	52.33
Biweekly	**2,990.10**	**4,186.13**
Annual	77,742.60	108,839.38

(7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
(8) Recruitment may be at any rate in the pay range.
(9) 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.
(10) Recruitment may be at any rate in the pay range with approval of DER and the Chair of the Committee on Finance and Personnel.
(11) Recruitment may be at any rate in the range with the approval of DER.
(12) Recruitment may be at any rate in the range based upon experience and credentials with the approval of DER

Pay Range 2NX

Official Rate Biweekly

EMERGENCY MANAGEMENT AND COMMUNICATIONS DIRECTOR (1)

Wage Rate:

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

(1) Recruitment at any point in the range with the approval of DER and the Chair of Finance and Personnel.

Resident Wage Incentive:

Hourly	39.83	55.77
Biweekly	**3,186.74**	**4,461.75**
Annual	82,855.24	116,005.50

(2) Recruitment at any point in the range with the approval of DER and the Chair of Finance and Personnel.

Pay Range 2OX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY IV (3) (7)
EXECUTIVE DIRECTOR – DEFERRED COMPENSATION BOARD (4) (8)
PENSION INVESTMENT ANALYST SENIOR (1) (2) (5) (6)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	42.47	59.45
Biweekly	**3,397.30**	**4,756.38**
Annual	88,329.80	123,665.88

(5) Recruitment may be at any rate in the pay range.
(6) 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.
(7) **Career Ladder Position.** Recruitment is at any rate in the pay range at the discretion of the City Attorney.
(8) 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

Wage Rate:

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

Resident Wage Incentive:

Hourly	45.26	63.37
Biweekly	**3,621.00**	**5,069.26**
Annual	94,146.00	131,800.76

Pay Range 2QX

Official Rate Biweekly

ASSISTANT CITY ATTORNEY V (1) (2)

Wage Rate:

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

(1) **Career Ladder Position.** Recruitment may be at any rate in the range up to the following rate at the discretion of the City Attorney:

Biweekly	5,039.40
Annual	131,024.40

Resident Wage Incentive:

Hourly	48.24	67.54
Biweekly	**3,859.35**	**5,403.35**
Annual	100,343.10	140,487.10

(2) **Career Ladder Position.** Recruitment may be at any rate in the range up to the following rate at the discretion of the City Attorney:

Biweekly	5,190.58
Annual	134,955.08

SECTION 3: TECHNICIANS

Pay Range 3AN
Official Rate Biweekly

CODE ENFORCEMENT INTERN

Wage Rate:

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

Resident Wage Incentive:

Hourly	13.31	14.21
Biweekly	**1,064.66**	**1,136.99**
Annual	27,681.16	29,561.74

Pay Range 3BN
Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN I
ENGINEERING TECHNICIAN I
GEOGRAPHIC INFORMATION TECHNICIAN I
SANITATION INSPECTOR (1) (2)
TELEVISION PRODUCTION SPECIALIST I

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,394.31
Annual	36,252.06

Resident Wage Incentive:

Hourly	16.39	19.79
Biweekly	**1,311.34**	**1,583.42**
Annual	34,094.84	41,168.92

(2) Recruitment is at:

Biweekly	1,436.14
Annual	37,339.64

Pay Range 3CN
Official Rate Biweekly

DOCUMENT TECHNICIAN
PRODUCTION TECHNICIAN

Wage Rate:

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

Resident Wage Incentive:

Hourly	18.55	20.97
Biweekly	**1,483.85**	**1,677.72**
Annual	38,580.10	43,620.72

Pay Range 3DN
Official Rate Biweekly

MEDICAL LABORATORY TECHNICIAN
PARKING METER TECHNICIAN (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,544.61
Annual	40,159.86

Resident Wage Incentive:

Hourly	18.84	21.99
Biweekly	**1,507.05**	**1,758.89**
Annual	39,183.30	45,731.14

(2) Recruitment is at:

Biweekly	1,590.95
Annual	41,364.70

Pay Range 3EN
Official Rate Biweekly

PROGRAMMER I (1) (2)
TELEVISION PRODUCTION SPECIALIST II

Wage Rate:

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

(1) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,636.11
Annual	42,538.86

Resident Wage Incentive:

Hourly	18.38	22.48
Biweekly	**1,470.78**	**1,798.16**
Annual	38,240.28	46,752.16

(2) Recruitment may be up to the following rate with approval of DER.

Biweekly	1,685.19
Annual	43,814.94

Pay Range 3FN

Official Rate Biweekly

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

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,595.65
Annual	41,486.90

Resident Wage Incentive:

Hourly	19.07	23.36
Biweekly	**1,525.51**	**1,868.68**
Annual	39,663.26	48,585.68

(2) Recruitment is at:

Biweekly	1,643.52
Annual	42,731.52

Pay Range 3GN

Official Rate Biweekly

INFORMATION TECHNOLOGY SPECIALIST
LEAD RISK ASSESSOR I (2) (5)
PARKING METER TECHNICIAN – LEAD (3) (6)
RADIOLOGIC TECHNOLOGIST (1) (2) (4) (5)

Wage Rate:

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

(1) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,731.26
Annual	45,012.76

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

(3) Recruitment is at:

Biweekly	1,649.23
Annual	42,879.98

Resident Wage Incentive:

Hourly	20.06	23.89
Biweekly	**1,605.05**	**1,911.37**
Annual	41,731.30	49,695.62

(4) Recruitment may be up to the following rate with the approval of DER.

Biweekly	1,783.20
Annual	46,363.20

(5) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

(6) Recruitment is at:

Biweekly	1,698.71
Annual	44,166.46

Pay Range 3HN

Official Rate Biweekly

MAINTENANCE TECHNICIAN III (1) (3)
PUBLIC WORKS INSPECTOR I (2) (4)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,709.95
Annual	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.

Resident Wage Incentive:

Hourly	21.66	25.08
Biweekly	**1,732.49**	**2,006.47**
Annual	45,044.74	52,168.22

(3) Recruitment is at:

Biweekly	1,761.25
Annual	45,792.50

(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 eighty ($80) dollars biweekly.

Pay Range 3IN

Official Rate Biweekly

ASSESSMENT TECHNICIAN I
HELPDESK SPECIALIST II (1) (2)
PROPERTY ASSESSMENT TECHNICIAN

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

Resident Wage Incentive:

Hourly	21.44	25.62
Biweekly	**1,715.26**	**2,049.46**
Annual	44,596.76	53,285.96

(2) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

Pay Range 3JN

Official Rate Biweekly

LEAD RISK ASSESSOR II

Wage Rate:

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

Resident Wage Incentive:

Hourly	22.29	26.43
Biweekly	**1,783.20**	**2,114.61**
Annual	46,363.20	54,979.86

Pay Range 3KN

Official Rate Biweekly

Wage Rate:

Hourly	22.97	26.28
Biweekly	**1,837.67**	**2,102.67**
Annual	47,779.42	54,669.42

Resident Wage Incentive:

Hourly	23.66	27.07
Biweekly	**1,892.80**	**2,165.75**
Annual	49,212.80	56,309.50

Pay Range 3LN

Official Rate Biweekly

BRIDGES AND PUBLIC BUILDINGS INSPECTOR (1) (7)
COMMERCIAL CODE ENFORCEMENT INSPECTOR (4) (10)

ENVIRONMENTAL HEALTH SPECIALIST (5) (11)
DRIVER TRAINING INSTRUCTOR
PUBLIC WORKS INSPECTOR II (2) (3) (6) (8) (9) (12)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR (4) (10)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,782.59
Annual	46,347.34

(2) 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.

(3) 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.

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,636.11	1,731.26	1,897.83	2,053.02	2,208.87	2,272.88
Annual	42,538.86	45,012.76	49,343.58	53,378.52	57,430.62	59,094.88

(5) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,897.83	1,967.53	2,039.79	2,114.71	2,192.37	2,272.88
Annual	49,343.58	51,155.78	53,034.54	54,982.46	57,001.62	59,094.88

(6) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

Resident Wage Incentive:

Hourly	21.06	29.26
Biweekly	**1,685.19**	**2,341.07**
Annual	43,814.94	60,867.82

(7) Recruitment is at:

Biweekly	1,836.07
Annual	47,737.82

(8) 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.

(9) 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.

(10) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner – Building Inspection of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,685.19	1,783.20	1,954.76	2,114.61	2,275.14	2,341.07
Annual	43,814.94	46,363.20	50,823.76	54,979.86	59,153.64	60,867.82

(11) **Career Ladder Position.** Recruitment is at the minimum of the following range and may be up to the second step in the range. Employees will advance to the next rate in the range upon certification by the Commissioner – Health of having attained the required skills, job performance and demonstrated competencies:

Biweekly	1,954.76	2,026.56	2,100.98	2,178.15	2,258.14	2,341.07
Annual	50,823.76	52,690.56	54,625.48	56,631.90	58,711.64	60,867.82

(12) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

Pay Range 3MN

Official Rate Biweekly

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

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,036.59
Annual	52,951.34

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,134.35
Annual	55,493.10

Employees with a minimum of four years of relevant job experience may be appointed at:

Biweekly	2,347.05
Annual	61,023.30

(2) **Career Ladder Position.** Recruitment is at the minimum of the following range 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:

Biweekly	1,852.80	1,976.36	2,099.93	2,223.49	2,347.05
Annual	48,172.80	51,385.36	54,598.18	57,810.74	61,023.30

Resident Wage Incentive:

Hourly	23.85	30.22
Biweekly	**1,908.38**	**2,417.46**
Annual	49,617.88	62,853.96

(3) Recruitment is at:

Biweekly	2,097.69
Annual	54,539.94

Employees with a minimum of three years of relevant job experience may be appointed at:

Biweekly	2,198.38
Annual	57,157.88

Employees with a minimum of four years of relevant job experience may be appointed at:

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range 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:

Biweekly	1,908.38	2,035.65	2,162.93	2,290.19	2,417.46
Annual	49,617.88	52,926.90	56,236.18	59,544.94	62,853.96

Pay Range 3NN

Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN IV
ENGINEERING TECHNICIAN IV (1) (4)
PROGRAMMER II (2) (3) (5) (6)
SIDEWALK REPAIR SPECIALIST (3) (6)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,737.89
Annual	45,185.14

(2) Appointment may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,028.83
Annual	52,749.58

(3) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

Resident Wage Incentive:

Hourly	22.26	30.35
Biweekly	**1,780.65**	**2,428.27**
Annual	46,296.90	63,135.02

(4) Recruitment is at:

Biweekly	1,790.03
Annual	46,540.78

(5) Appointment may be up to the following rate with the approval of the DER and the Chair of the Committee on Finance and Personnel:

Biweekly	2,089.69
Annual	54,331.94

(6) Recruitment is at:

Biweekly	1,954.76
Annual	50,823.76

Pay Range 3ON

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	26.12	31.60
Biweekly	**2,089.69**	**2,527.87**
Annual	54,331.94	65,724.62

Pay Range 3PN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	24.18	34.10
Biweekly	**1,934.03**	**2,727.70**
Annual	50,284.78	70,920.20

Pay Range 3QN
Official Rate Biweekly

ENGINEERING DRAFTING TECHNICIAN V

Wage Rate:

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

Resident Wage Incentive:

Hourly	26.19	33.70
Biweekly	**2,095.36**	**2,695.75**
Annual	54,479.36	70,089.50

Pay Range 3RN
Official Rate Biweekly

ASSESSMENT TECHNICIAN II
ENGINEERING TECHNICIAN V

Wage Rate:

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

Resident Wage Incentive:

Hourly	26.54	34.47
Biweekly	**2,123.28**	**2,757.94**
Annual	55,205.28	71,706.44

Pay Range 3SN
Official Rate Biweekly

COMMUNICATIONS FACILITIES COORDINATOR (1) (3)
FACILITIES CONTROL SPECIALIST (2) (4)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	2,550.94
Annual	66,324.44

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

Biweekly	2,803.75
Annual	72,897.50

Resident Wage Incentive:

Hourly	30.73	39.55
Biweekly	**2,458.52**	**3,164.23**
Annual	63,921.52	82,269.98

(3) Recruitment is at:

Biweekly	2,627.47
Annual	68,314.22

(4) Recruitment may be up to the following rate with the approval of DER:

Biweekly	2,887.86
Annual	75,084.36

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, 2020 (December 29, 2019)

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	**1,965.44**	**2,044.22**	**2,265.47**	**2,487.35**	**2,731.99**	**3,001.81**	**3,271.09**
Monthly	4,270.15	4,441.31	4,922.00	5,404.06	5,935.57	6,521.79	7,106.83
Annual	51,241.83	53,295.73	59,064.04	64,848.77	71,226.88	78,261.47	85,281.99

Pay Range 850P*

Biweekly	**1,985.08**	**2,064.63**	**2,288.15**	**2,512.25**	**2,759.34**	**3,031.85**	**3,303.81**
Monthly	4,312.82	4,485.65	4,971.28	5,458.16	5,994.99	6,587.06	7,177.92
Annual	51,753.87	53,827.85	59,655.34	65,497.94	71,939.93	79,044.66	86,135.04

*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	**1,416.15**	**1,888.20**	**1,963.87**	**2,176.45**	**2,389.61**	**2,624.67**	**2,883.86**	**3,142.53**
Monthly	3,076.75	4,102.34	4,266.74	4,728.60	5,191.71	5,702.41	6,265.53	6,827.52
Annual	36,921.05	49,228.07	51,200.90	56,743.16	62,300.55	68,428.89	75,186.35	81,930.24

Pay Range 850P*

Biweekly	**1,921.10**	**1,983.51**	**2,198.22**	**2,413.51**	**2,650.89**	**2,912.70**	**3,173.94**
Monthly	4,173.82	4,309.41	4,775.89	5,243.64	5,759.37	6,328.19	6,895.76
Annual	50,085.82	51,712.94	57,310.73	62,923.65	69,112.49	75,938.25	82,749.15

*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

(6) **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

(7) Receives $20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

(8) 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, 2020 (December 29, 2019)

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	**2,460.96**	**2,513.88**	**3,089.43**	**3,209.73**	**3,460.12**
Monthly	5,346.73	5,461.70	6,712.15	6,973.52	7,517.52
Annual	64,160.74	65,540.44	80,545.85	83,682.24	90,210.27

Pay Range 853P*

Biweekly	**2,485.56**	**2,539.00**	**3,120.35**	**3,241.83**	**3,494.73**
Monthly	5,400.18	5,516.28	6,779.33	7,043.26	7,592.72
Annual	64,802.10	66,195.36	81,351.98	84,519.14	91,112.60

*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	**2,364.24**	**2,415.07**	**2,968.05**	**3,083.59**	**3,324.15**
Monthly	5,136.59	5,247.03	6,448.44	6,699.47	7,222.11
Annual	61,639.11	62,964.32	77,381.30	80,393.59	86,665.34

Pay Range 853P*

Biweekly	**2,387.89**	**2,439.24**	**2,997.71**	**3,114.40**	**3,357.39**
Monthly	5,187.98	5,299.54	6,512.88	6,766.41	7,294.33
Annual	62,255.70	63,594.47	78,154.58	81,196.86	87,531.95

*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, 2020 (December 29, 2019)

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	**3,154.02**	**3,275.01**	**3,400.80**	**3,531.57**	**3,667.70**
Monthly	6,852.48	7,115.35	7,388.64	7,672.76	7,968.52
Annual	82,229.81	85,384.19	88,663.71	92,073.07	95,622.18

Pay Range 856P*

Biweekly	**3,185.57**	**3,307.75**	**3,434.79**	**3,566.91**	**3,704.38**
Monthly	6,921.03	7,186.48	7,462.49	7,749.54	8,048.21
Annual	83,052.36	86,237.77	89,549.88	92,994.44	96,578.48

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

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

Pay Range 856

Biweekly	**3,030.08**	**3,146.30**	**3,267.13**	**3,392.79**	**3,523.55**
Monthly	6,583.21	6,835.71	7,098.23	7,371.24	7,655.33
Annual	78,998.51	82,028.53	85,178.74	88,454.88	91,863.98

Pay Range 856P*

Biweekly	**3,060.40**	**3,177.75**	**3,299.83**	**3,426.72**	**3,558.81**
Monthly	6,649.08	6,904.04	7,169.27	7,444.96	7,731.94
Annual	79,789.00	82,848.48	86,031.28	89,339.48	92,783.26

*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

Official Rate Biweekly

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

Effective Pay Period 1, 2020 (December 29, 2019)

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

Hourly	39.18	40.66	42.19	43.79	45.45	47.18
Biweekly	**3,134.49**	**3,252.56**	**3,375.50**	**3,503.24**	**3,636.11**	**3,774.36**
Annual	81,720.63	84,798.88	88,004.11	91,334.47	94,798.58	98,402.95

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

Hourly	39.44	40.91	42.45	44.05	45.71	47.44
Biweekly	**3,154.94**	**3,273.06**	**3,395.96**	**3,523.74**	**3,656.57**	**3,794.83**
Annual	82,253.79	85,333.35	88,537.53	91,868.93	95,332.00	98,936.64

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

Hourly	39.76	41.23	42.77	44.37	46.03	47.76
Biweekly	**3,180.53**	**3,298.66**	**3,421.54**	**3,549.31**	**3,682.18**	**3,820.43**
Annual	82,920.96	86,000.78	89,204.43	92,535.58	95,999.69	99,604.07

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

Hourly	39.88	41.36	42.90	44.49	46.16	47.88
Biweekly	**3,190.79**	**3,308.89**	**3,431.79**	**3,559.57**	**3,692.43**	**3,830.66**
Annual	83,188.45	86,267.49	89,471.67	92,803.07	96,266.92	99,870.78

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	37.03	38.43	39.88	41.39	42.96	44.59
Biweekly	**2,962.65**	**3,074.27**	**3,190.46**	**3,311.21**	**3,436.77**	**3,567.45**
Annual	77,240.52	80,150.61	83,179.85	86,327.97	89,601.50	93,008.52

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

Hourly	37.27	38.67	40.12	41.63	43.20	44.83
Biweekly	**2,981.97**	**3,093.61**	**3,209.79**	**3,330.54**	**3,456.14**	**3,586.79**
Annual	77,744.22	80,654.83	83,683.81	86,831.93	90,106.51	93,512.74

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

Hourly	37.58	38.97	40.42	41.93	43.50	45.14
Biweekly	**3,006.18**	**3,117.83**	**3,233.97**	**3,354.75**	**3,480.33**	**3,610.99**
Annual	78,375.41	81,286.28	84,314.22	87,463.12	90,737.17	94,143.67

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

Hourly	37.70	39.09	40.55	42.06	43.62	45.26
Biweekly	**3,015.89**	**3,127.49**	**3,243.65**	**3,364.43**	**3,489.99**	**3,620.67**
Annual	78,628.56	81,538.13	84,566.59	87,715.49	90,989.02	94,396.04

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

(8) Effective Pay Period 1, 1992, employees in Pay Range 4G shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

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

Official Rate Biweekly

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

Effective Pay Period 1, 2020 (December 29, 2019)

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

Hourly	42.29	43.92	45.62	47.38	49.22	51.13
Biweekly	**3,382.85**	**3,513.48**	**3,649.40**	**3,790.65**	**3,937.60**	**4,090.22**
Annual	88,195.73	91,601.44	95,145.07	98,827.66	102,658.85	106,637.88

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

Hourly	42.54	44.17	45.87	47.63	49.47	51.38
Biweekly	**3,403.02**	**3,533.61**	**3,669.52**	**3,810.78**	**3,957.76**	**4,110.38**
Annual	88,721.59	92,126.26	95,669.63	99,352.48	103,184.45	107,163.48

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

Hourly	42.85	44.48	46.18	47.95	49.79	51.69
Biweekly	**3,428.19**	**3,558.78**	**3,694.70**	**3,835.97**	**3,982.90**	**4,135.54**
Annual	89,377.81	92,782.48	96,326.11	100,009.22	103,839.89	107,819.43

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

Hourly	42.98	44.61	46.31	48.08	49.91	51.82
Biweekly	**3,438.24**	**3,568.82**	**3,704.75**	**3,846.00**	**3,992.99**	**4,145.58**
Annual	89,639.83	93,044.23	96,588.12	100,270.71	104,102.95	108,081.19

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	39.97	41.51	43.12	44.79	46.52	48.33
Biweekly	**3,197.41**	**3,320.88**	**3,449.35**	**3,582.84**	**3,721.74**	**3,866.00**
Annual	83,361.04	86,580.08	89,929.48	93,409.76	97,031.08	100,792.14

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

Hourly	40.21	41.75	43.35	45.02	46.76	48.56
Biweekly	**3,216.47**	**3,339.90**	**3,468.36**	**3,601.85**	**3,740.79**	**3,885.03**
Annual	83,857.97	87,075.96	90,425.10	93,905.37	97,527.74	101,288.28

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

Hourly	40.50	42.05	43.65	45.32	47.06	48.86
Biweekly	**3,240.25**	**3,363.68**	**3,492.14**	**3,625.67**	**3,764.55**	**3,908.82**
Annual	84,477.94	87,695.94	91,045.08	94,526.39	98,147.19	101,908.52

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

Hourly	40.62	42.16	43.77	45.44	47.18	48.98
Biweekly	**3,249.77**	**3,373.19**	**3,501.66**	**3,635.17**	**3,774.09**	**3,918.33**
Annual	84,726.14	87,943.88	91,293.28	94,774.07	98,395.92	102,156.46

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, 2020 (December 29, 2019)

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	**3,475.49**	**3,611.61**	**3,753.14**	**3,900.22**	**4,053.11**	**4,212.26**
Monthly	7,550.92	7,846.65	8,154.14	8,473.69	8,805.86	9,151.64
Annual	90,610.99	94,159.83	97,849.72	101,684.30	105,670.37	109,819.63

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

Pay Range 857

Biweekly	**3,338.90**	**3,469.68**	**3,605.65**	**3,746.94**	**3,893.81**	**4,046.73**
Monthly	7,254.16	7,538.29	7,833.70	8,140.67	8,459.77	8,792.00
Annual	87,049.89	90,459.51	94,004.44	97,688.08	101,517.19	105,504.03

(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
Official Rate Biweekly

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

Effective Pay Period 1, 2020 (December 29, 2019)

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

Hourly	43.92	45.62	47.38	49.22	51.13	53.11
Biweekly	**3,513.48**	**3,649.40**	**3,790.65**	**3,937.60**	**4,090.22**	**4,249.15**
Annual	91,601.44	95,145.07	98,827.66	102,658.85	106,637.88	110,781.41

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

Hourly	44.17	45.87	47.63	49.47	51.38	53.37
Biweekly	**3,533.61**	**3,669.52**	**3,810.78**	**3,957.76**	**4,110.38**	**4,269.29**
Annual	92,126.26	95,669.63	99,352.48	103,184.45	107,163.48	111,306.49

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

Hourly	44.48	46.18	47.95	49.79	51.69	53.68
Biweekly	**3,558.78**	**3,694.70**	**3,835.97**	**3,982.90**	**4,135.54**	**4,294.46**
Annual	92,782.48	96,326.11	100,009.22	103,839.89	107,819.43	111,962.70

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

Hourly	44.61	46.31	48.08	49.91	51.82	53.81
Biweekly	**3,568.82**	**3,704.75**	**3,846.00**	**3,992.99**	**4,145.58**	**4,304.55**
Annual	93,044.23	96,588.12	100,270.71	104,102.95	108,081.19	112,225.77

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

Hourly	41.51	43.12	44.79	46.52	48.33	50.20
Biweekly	**3,320.88**	**3,449.35**	**3,582.84**	**3,721.74**	**3,866.00**	**4,016.21**
Annual	86,580.08	89,929.48	93,409.76	97,031.08	100,792.14	104,708.33

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

Hourly	41.75	43.35	45.02	46.76	48.56	50.44
Biweekly	**3,339.90**	**3,468.36**	**3,601.85**	**3,740.79**	**3,885.03**	**4,035.24**
Annual	87,075.96	90,425.10	93,905.37	97,527.74	101,288.28	105,204.47

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

Hourly	42.05	43.65	45.32	47.06	48.86	50.74
Biweekly	**3,363.68**	**3,492.14**	**3,625.67**	**3,764.55**	**3,908.82**	**4,059.04**
Annual	87,695.94	91,045.08	94,526.39	98,147.19	101,908.52	105,824.97

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

Hourly	42.16	43.77	45.44	47.18	48.98	50.86
Biweekly	**3,373.19**	**3,501.66**	**3,635.17**	**3,774.09**	**3,918.33**	**4,068.56**
Annual	87,943.88	91,293.28	94,774.07	98,395.92	102,156.46	106,073.17

(7) Recruitment to be at the 4th step.
(8) Effective Pay Period 1, 2004, employees shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent under filling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 4MX

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	55.79	56.91	58.05	59.21
Biweekly	**4,463.38**	**4,552.64**	**4,643.70**	**4,736.57**
Annual	116,047.88	118,368.64	120,736.20	123,150.82

(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.

4N-Pay Range 839

Official Rate Biweekly

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

Effective Pay Period 1, 2020 (December 29, 2019)

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

Hourly	49.22	51.13	53.11	55.18	57.33	59.56
Biweekly	**3,937.60**	**4,090.22**	**4,249.15**	**4,414.41**	**4,586.32**	**4,765.02**
Annual	102,658.85	106,637.88	110,781.41	115,089.97	119,571.91	124,230.88

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

Hourly	49.47	51.38	53.37	55.43	57.58	59.81
Biweekly	**3,957.76**	**4,110.38**	**4,269.29**	**4,434.51**	**4,606.48**	**4,785.15**
Annual	103,184.45	107,163.48	111,306.49	115,614.01	120,097.51	124,755.69

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

Hourly	49.79	51.69	53.68	55.75	57.90	60.13
Biweekly	**3,982.90**	**4,135.54**	**4,294.46**	**4,459.68**	**4,631.62**	**4,810.32**
Annual	103,839.89	107,819.43	111,962.70	116,270.23	120,752.95	125,411.91

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

Hourly	49.91	51.82	53.81	55.87	58.02	60.25
Biweekly	**3,992.99**	**4,145.58**	**4,304.55**	**4,469.73**	**4,641.69**	**4,820.39**
Annual	104,102.95	108,081.19	112,225.77	116,532.24	121,015.49	125,674.45

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	46.52	48.33	50.20	52.16	54.19	56.30
Biweekly	**3,721.74**	**3,866.00**	**4,016.21**	**4,172.41**	**4,334.91**	**4,503.80**
Annual	97,031.08	100,792.14	104,708.33	108,780.69	113,017.29	117,420.50

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

Hourly	46.76	48.56	50.44	52.39	54.42	56.54
Biweekly	**3,740.79**	**3,885.03**	**4,035.24**	**4,191.40**	**4,353.94**	**4,522.82**
Annual	97,527.74	101,288.28	105,204.47	109,275.78	113,513.43	117,916.38

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

Hourly	47.06	48.86	50.74	52.69	54.72	56.83
Biweekly	**3,764.55**	**3,908.82**	**4,059.04**	**4,215.21**	**4,377.69**	**4,546.61**
Annual	98,147.19	101,908.52	105,824.97	109,896.54	114,132.63	118,536.62

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

Hourly	47.18	48.98	50.86	52.81	54.84	56.95
Biweekly	**3,774.09**	**3,918.33**	**4,068.56**	**4,224.70**	**4,387.23**	**4,556.14**
Annual	98,395.92	102,156.46	106,073.17	110,143.96	114,381.35	118,785.08

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

Pay Range 4OX

Official Rate Biweekly

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

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	59.71	60.90	62.12	63.37
Biweekly	**4,776.86**	**4,872.38**	**4,969.83**	**5,069.23**
Annual	124,198.36	126,681.88	129,215.58	131,799.98

(3) 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.
(4) 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

Official Rate Biweekly

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

Effective Pay Period 1, 2020 (December 29, 2019)

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

Hourly	55.18	57.33	59.56	61.89	64.30	66.82
Biweekly	**4,414.41**	**4,586.32**	**4,765.02**	**4,950.95**	**5,144.28**	**5,345.35**
Annual	115,089.97	119,571.91	124,230.88	129,078.34	134,118.73	139,360.91

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

Hourly	55.43	57.58	59.81	62.14	64.55	67.07
Biweekly	**4,434.51**	**4,606.40**	**4,785.15**	**4,971.06**	**5,164.39**	**5,365.47**
Annual	115,614.01	120,095.43	124,755.69	129,602.63	134,643.02	139,885.46

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

Hourly	55.75	57.90	60.13	62.45	64.87	67.38
Biweekly	**4,459.68**	**4,631.62**	**4,810.32**	**4,996.25**	**5,189.58**	**5,390.63**
Annual	116,270.23	120,752.95	125,411.91	130,259.37	135,299.76	140,541.42

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

Hourly	55.87	58.02	60.25	62.58	65.00	67.51
Biweekly	**4,469.73**	**4,641.69**	**4,820.39**	**5,006.30**	**5,199.63**	**5,400.70**
Annual	116,532.24	121,015.49	125,674.45	130,521.39	135,561.78	140,803.96

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	52.16	54.19	56.30	58.49	60.78	63.15
Biweekly	**4,172.41**	**4,334.91**	**4,503.80**	**4,679.54**	**4,862.26**	**5,052.29**
Annual	108,780.69	113,017.29	117,420.50	122,002.29	126,766.06	131,720.41

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

Hourly	52.39	54.42	56.54	58.73	61.02	63.39
Biweekly	**4,191.40**	**4,353.94**	**4,522.82**	**4,698.55**	**4,881.27**	**5,071.34**
Annual	109,275.78	113,513.43	117,916.38	122,497.91	127,261.68	132,217.08

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

Hourly	52.69	54.72	56.83	59.03	61.31	63.69
Biweekly	**4,215.21**	**4,377.69**	**4,546.61**	**4,722.36**	**4,905.08**	**5,095.10**
Annual	109,896.54	114,132.63	118,536.62	123,118.67	127,882.44	132,836.53

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

Hourly	52.81	54.84	56.95	59.15	61.43	63.81
Biweekly	**4,224.70**	**4,387.23**	**4,556.14**	**4,731.86**	**4,914.59**	**5,104.63**
Annual	110,143.96	114,381.35	118,785.08	123,366.35	128,130.38	133,084.99

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

Pay Range 4QX

Official Rate Biweekly

INSPECTOR OF POLICE

Wage Rate:

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

Resident Wage Incentive:

Hourly	48.24	67.54
Biweekly	**3,859.35**	**5,403.35**
Annual	100,343.10	140,487.10

Pay Range 4RX

Official Rate Biweekly

ASSISTANT FIRE CHIEF (1) (3)
ASSISTANT CHIEF OF POLICE (2) (4)

Wage Rate:

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

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

Biweekly	5,020.59	5,171.20	5,324.79	5,481.94	5,591.58
Annual	130,535.34	134,451.20	138,444.54	142,530.44	145,381.08

The initial appointment of incumbents into these steps will be with DER approval.

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

Resident Wage Incentive:

Hourly	51.42	71.99
Biweekly	**4,113.71**	**5,759.33**
Annual	106,956.46	149,742.58

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

Biweekly	5,171.21	5,326.34	5,484.53	5,646.40	5,759.33
Annual	134,451.46	138,484.84	142,597.78	146,806.40	149,742.58

The initial appointment of incumbents into these steps will be with DER approval.

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

Pay Range 4SX

Official Rate Biweekly

CHIEF OF POLICE (1) (2)
FIRE CHIEF

Wage Rate:

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

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

Resident Wage Incentive:

Hourly	54.81	76.74
Biweekly	**4,384.98**	**6,138.83**
Annual	114,009.48	159,609.58

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

SECTION 5: PARAPROFESSIONALS

Pay Range 5AN

Official Rate Biweekly

PUBLIC HEALTH AIDE (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,187.10
Annual	30,864.60

Resident Wage Incentive:

Hourly	14.75	17.78
Biweekly	**1,179.84**	**1,422.28**
Annual	30,675.84	36,979.28

(2) Recruitment is at:

Biweekly	1,222.71
Annual	31,790.46

Pay Range 5BN

Official Rate Biweekly

CLINIC ASSISTANT
COMMUNITY EDUCATION ASSISTANT

Wage Rate:

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

Resident Wage Incentive:

Hourly	15.12	18.55
Biweekly	**1,209.47**	**1,483.85**
Annual	31,446.22	38,580.10

Pay Range 5CN
Official Rate Biweekly

DIETETIC TECHNICIAN
MEDICAL ASSISTANT (1) (2)
PARKING ENFORCEMENT OFFICER

Wage Rate:

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

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

Resident Wage Incentive:

Hourly	16.87	20.15
Biweekly	**1,349.59**	**1,611.86**
Annual	35,089.34	41,908.36

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

Pay Range 5DN
Official Rate Biweekly

FORENSIC IDENTIFICATION PROCESSOR (4) (8)
INTERNET ANALYST (1) (5)
LICENSE SPECIALIST I (2) (6)
POLICE RECORDS SPECIALIST II (3) (7)
WATER LABORATORY TECHNICIAN

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,487.52
Annual	38,675.52

(2) **Career Ladder Position.** Minimum recruitment is at:

Biweekly	1,521.77
Annual	39,566.02

and may be up to the following rate for current employees with the approval of DER:

Biweekly	1,797.06
Annual	46,723.56

(3) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,521.77	1,582.64	1,645.95	1,713.29
Annual	39,566.02	41,148.64	42,794.70	44,545.54

(4) To be paid the following rates:

Biweekly	1,521.77	1,713.29
Annual	39,566.02	44,545.54

Resident Wage Incentive:

Hourly	17.95	21.25
Biweekly	**1,436.14**	**1,700.13**
Annual	37,339.64	44,203.38

(5) Recruitment is at:

Biweekly	1,532.15
Annual	39,835.90

(6) **Career Ladder Position.** Recruitment is at:

Biweekly	1,567.42
Annual	40,752.92

and may be up to the following rate for current employees with the approval of DER:

Biweekly	1,850.97
Annual	48,125.22

(7) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,567.42	1,630.12	1,695.33	1,764.69
Annual	40,752.92	42,383.12	44,078.58	45,881.94

(8) To be paid the following rates:

Biweekly	1,567.42	1,764.69
Annual	40,752.92	45,881.94

Pay Range 5EN

Official Rate Biweekly

ACCOUNTING ASSISTANT III
COMMUNITY SERVICE OFFICER (5) (10)
LEAD PARKING ENFORCEMENT OFFICER
LICENSE SPECIALIST II (1) (6)
OFFICE COORDINATOR
OFFICE COORDINATOR II (3) (8)
PERSONNEL PAYROLL ASSISTANT III (2) (7)
POLICE SERVICES SPECIALIST – INVESTIGATOR (4) (9)
POLICE RECORDS SPECIALIST III (1) (6)
PROGRAM ASSISTANT I

TOW LOT ASSISTANT IV

Wage Rate:

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

(1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the City Clerk or the Police Chief of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,636.11	1,701.56	1,769.61	1,840.40
Annual	42,538.86	44,240.56	46,009.86	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:

Biweekly	1,798.15
Annual	46,751.90

(3) Recruitment is at:

Biweekly	1,595.65
Annual	41,486.90

(4) 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.

(5) To be paid the following rates:

Biweekly	1,519.91	1,786.12
Annual	39,517.66	46,439.12

Resident Wage Rate:

Hourly	20.06	23.14
Biweekly	**1,604.45**	**1,850.97**
Annual	41,715.70	48,125.22

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the City Clerk or the Police Chief of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,685.19	1,752.61	1,822.70	1,895.61
Annual	43,814.94	45,567.86	47,390.20	49,285.86

(7) The position in the Department of Public Works, Administrative Services Division, shall be eligible to receive one additional increment in the amount of:

Biweekly	1,852.09
Annual	48,154.34

(8) Recruitment is at:

Biweekly	1,643.52
Annual	42,731.52

(9) 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.

(10) To be paid the following rates:

Biweekly	1,565.51	1,839.70
Annual	40,703.26	47,832.20

Pay Range 5FN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III (2) (4)
BENEFITS SERVICES SPECIALIST I
CLAIMS REPRESENTATIVE
CLINIC OFFICE COORDINATOR (2) (4)
CUSTOMER SERVICES REPRESENTATIVE – LEAD (2) (4)
HEALTH ACCESS ASSISTANT (2) (4)
HEALTH PROJECT ASSISTANT (2) (4)
INTERNET ANALYST – SENIOR
LEAD PROJECT ASSISTANT (2) (4)
PROGRAM ASSISTANT II (1) (2) (3) (4)

Wage Rate:

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

(1) Terri Grote is authorized at the following rate:

Biweekly	2,522.97
Annual	65,597.22

(2) Recruitment is at:

Biweekly	1,636.11
Annual	42,538.86

Resident Wage Incentive:

Hourly	20.06	23.89
Biweekly	**1,605.05**	**1,911.37**
Annual	41,731.30	49,695.62

(3) Terri Grote is authorized at the following rate:

Biweekly	2,598.66
Annual	67,565.16

(4) Recruitment is at:

Biweekly	1,685.19
Annual	43,814.94

Pay Range 5GN
Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT III
CITY PAYROLL ASSISTANT – SENIOR
DATABASE SPECIALIST (1) (2)
IT SUPPORT ASSOCIATE (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,622.51
Annual	42,185.26

Resident Wage Incentive:

Hourly	20.61	24.73
Biweekly	**1,648.40**	**1,978.63**
Annual	42,858.40	51,444.38

(2) Recruitment is at:

Biweekly	1,671.19
Annual	43,450.94

Pay Range 5HN
Official Rate Biweekly

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

Wage Rate:

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

Resident Wage Incentive:

Hourly	22.29	25.46
Biweekly	**1,783.20**	**2,036.55**
Annual	46,363.20	52,950.30

Pay Range 5IN

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (1) (10)
EMERGENCY COMMUNICATIONS OPERATOR (2) (3) (4) (5) (6) (11) (12) (13) (14) (15)
FIRE DISPATCHER (2) (7) (8) (11) (16) (17)
HUMAN RESOURCES ASSISTANT (1) (10)
LIBRARY SECURITY INVESTIGATOR
PROGRAM ASSISTANT III (1) (10)
REVENUE COLLECTION SPECIALIST (1) (10)
WATER PLANT MAINTENANCE ASSISTANT (9) (18)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,837.67
Annual	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.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,666.38	1,782.59	1,857.90	1,936.40	2,018.21	2,103.48	2,192.36
Annual	43,325.88	46,347.34	48,305.40	50,346.40	52,473.46	54,690.48	57,001.36

(4) **Career Ladder Assignments.** An employee assigned to training duties by the Chief of Police to be paid at the appropriate increment upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

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

An employee assigned to intermittent training duties to be paid an additional 5%.

(5) **Career Ladder Assignment.** An employee assigned to lead duties by the Chief of Police to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,345.83	2,469.93	2,600.60
Annual	60,991.58	64,218.18	67,615.60

(6) **Career Ladder Position.** The employee 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:

Biweekly	1,557.72	1,627.82	1,692.93	1,760.65	1,831.07
Annual	40,500.72	42,323.32	44,016.18	45,776.90	47,607.82

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 upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

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

A listed employee assigned to intermittent training duties to be paid an additional 5%.
Employees 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, Lo-real 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.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,666.38	1,782.59	1,877.25	1,976.93	2,081.90	2,192.36
Annual	43,325.88	46,347.34	48,808.50	51,400.18	54,129.40	57,001.36

(8) **Career Ladder Assignments.** An employee assigned to lead duties by the Fire Chief to be paid at the appropriate increment of upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

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

A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,345.83
Annual	60,991.58

(9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,837.65	1,890.65	1,943.65	1,996.65	2,049.65	2,102.65
Annual	47,778.90	49,156.90	50,534.90	51,912.90	53,290.90	54,668.90

Resident Wage Incentive:

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

(10) Recruitment is at:

Biweekly	1,892.80
Annual	49,212.80

(11) Appointment at any rate in the range based upon related emergency communications experience and credentials with the approval of Employee Relations.

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,716.37	1,836.07	1,913.64	1,994.49	2,078.76	2,166.58	2,258.13
Annual	44,625.62	47,737.82	49,754.64	51,856.74	54,047.76	56,331.08	58,711.38

(13) **Career Ladder Assignments.** An employee assigned to training duties by the Chief of Police to be paid at the appropriate increment upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

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

An employee assigned to intermittent training duties to be paid an additional 5%.

(14) **Career Ladder Assignment.** An employee assigned to lead duties by the Chief of Police to be paid at the appropriate increment of upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	2,416.20	2,544.03	2,678.62
Annual	62,821.20	66,144.78	69,644.12

(15) **Career Ladder Position.** The employee 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:

Biweekly	1,604.45	1,676.65	1,743.72	1,813.47	1,886.00
Annual	41,715.70	43,592.90	45,336.72	47,150.22	49,036.00

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 upon certification by the Chief of Police as having attained and maintained at all times the required credentials and demonstrated job performance:

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

A listed employee assigned to intermittent training duties to be paid an additional 5%.
Employees 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.

(16) **Career Ladder Position.** Recruitment is at the minimum of the following range. An employee will advance to the appropriate increment in the range upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,716.37	1,836.07	1,933.57	2,036.24	2,144.36	2,258.13
Annual	44,625.62	47,737.82	50,272.82	52,942.24	55,753.36	58,711.38

(17) **Career Ladder Assignments.** An employee assigned to lead duties by the Fire Chief to be paid at the appropriate increment of upon certification by the Fire Chief as having attained and maintained at all times the required credentials and demonstrated job performance:

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

A Fire Dispatcher assigned to Fire Dispatcher – Senior duties to be paid at the following rate while on that assignment:

Biweekly	2,416.20
Annual	62,821.20

(18) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance to the next rate in the range upon certification by the Commissioner of Public Works as having attained and maintained at all times the required credentials and demonstrated job performance:

Biweekly	1,892.78	1,947.37	2,001.96	2,056.55	2,111.14	2,165.73
Annual	49,212.28	50,631.62	52,050.96	53,470.30	54,889.64	56,308.98

Pay Range 5JN

Official Rate Biweekly

ADMINISTRATIVE SERVICES COORDINATOR (1) (2)
ELECTION SERVICES FIELD COORDINATOR
PARALEGAL

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,897.83
Annual	49,343.58

Resident Wage Incentive:

Hourly	23.32	28.30
Biweekly	**1,865.68**	**2,263.78**
Annual	48,507.68	58,858.28

(2) Recruitment is at:

Biweekly	1,954.76
Annual	50,823.76

Pay Range 5KN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	24.19	29.38
Biweekly	**1,935.24**	**2,350.11**
Annual	50,316.24	61,102.86

SECTION 6: ADMINISTRATIVE SUPPORT

Pay Range 6AN
Official Rate Biweekly

POLICE SERVICES SPECIALIST

Wage Rate:

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

Resident Wage Incentive:

Hourly	14.45	15.19
Biweekly	**1,155.98**	**1,215.07**
Annual	30,055.48	31,591.82

Pay Range 6BN
Official Rate Biweekly

FIRE CADET
POLICE AIDE

Wage Rate:

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

Resident Wage Incentive:

Hourly	11.61	16.03
Biweekly	**928.47**	**1,282.79**
Annual	24,140.22	33,352.54

Pay Range 6CN
Official Rate Biweekly

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

Wage Rate:

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

Resident Wage Incentive:

Hourly	13.02	16.30
Biweekly	**1,041.77**	**1,303.75**
Annual	27,086.02	33,897.50

Pay Range 6DN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	14.51	17.06
Biweekly	**1,160.97**	**1,364.56**
Annual	30,185.22	35,478.56

Pay Range 6EN

Official Rate Biweekly

COURT SERVICES ASSISTANT II (1) (2)
HEALTH SERVICES ASSISTANT I (1) (2)
LIBRARY CIRCULATION ASSISTANT I
LIBRARY TECHNICIAN II (1) (2)
OFFICE ASSISTANT II (1) (2)
OFFICE CLERK II (1) (2)
RECORDS TECHNICIAN II (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,174.19
Annual	30,528.94

Resident Wage Incentive:

Hourly	14.00	17.79
Biweekly	**1,119.81**	**1,423.08**
Annual	29,115.06	37,000.08

(2) Recruitment is at:

Biweekly	1,209.42
Annual	31,444.92

Pay Range 6FN

Official Rate Biweekly

AUDIO MACHINE TECHNICIAN (3) (7)
COMMUNICATIONS ASSISTANT I (2) (6)
COURT SERVICES ASSISTANT III (3) (7)
CUSTOMER SERVICE REPRESENTATIVE I (3) (7)
DUPLICATING EQUIPMENT OPERATOR I
HEALTH SERVICES ASSISTANT II (3) (7)
LIBRARY CIRCULATION ASSISTANT II (2) (6)
LIBRARY TECHNICIAN III (3) (7)
MAIL PROCESSOR
OFFICE ASSISTANT III (3) (7)
POLICE RECORDS SPECIALIST I (4) (8)
TOW LOT ASSISTANT I (2) (6)
TRANSCRIPTIONIST III (1) (5)
UCC CUSTOMER SERVICE REPRESENTATIVE I (2) (6)

Wage Rate:

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

(1) To be paid the following biweekly rates:

Biweekly	1,276.46	1,482.77
Annual	33,187.96	38,552.02

(2) Recruitment is at:

Biweekly	1,233.69
Annual	32,075.94

(3) Recruitment is at:

Biweekly	1,335.26
Annual	34,716.76

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,335.26	1,422.05	1,514.48	1,612.93
Annual	34,716.76	36,973.30	39,376.48	41,936.18

Resident Wage Incentive:

Hourly	15.18	19.02
Biweekly	**1,214.76**	**1,521.47**
Annual	31,583.76	39,558.22

(5) To be paid the following biweekly rates:

Biweekly	1,314.75	1,527.25
Annual	34,183.50	39,708.50

(6) Recruitment is at:

Biweekly	1,270.70
Annual	33,038.20

(7) Recruitment is at:

Biweekly	1,375.32
Annual	35,758.32

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employee will advance to the next rate in the range upon certification by the Chief of Police of having attained and maintained at all times the level of expertise and demonstrated job performance:

Biweekly	1,375.32	1,464.71	1,559.91	1,661.32
Annual	35,758.32	38,082.46	40,557.66	43,194.32

Pay Range 6GN

Official Rate Biweekly

ACCOUNTING ASSISTANT I (1) (3)
ADMINISTRATIVE ASSISTANT I (1) (3)
CLAIMS PROCESSOR I (1) (3)
COMMUNICATIONS ASSISTANT II (1) (3)
COPY CATALOGING TECHNICIAN I (2) (4)
CUSTOMER SERVICE REPRESENTATIVE II (1) (3)
DUPLICATING EQUIPMENT OPERATOR II (1) (3)
INVENTORY ASSISTANT I
INVENTORY CONTROL ASSISTANT I
PERSONNEL PAYROLL ASSISTANT I (1) (3)
TOW LOT ASSISTANT II (1) (3)
UCC CUSTOMER SERVICE REPRESENTATIVE II (1) (3)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,394.31
Annual	36,252.06

(2) Recruitment is at:

Biweekly	1,366.32
Annual	35,524.32

Resident Wage Incentive:

Hourly	16.82	19.78
Biweekly	**1,345.98**	**1,582.34**
Annual	34,995.48	41,140.84

(3) Recruitment is at:

Biweekly	1,436.14
Annual	37,339.64

(4) Recruitment is at:

Biweekly	1,407.31
Annual	36,590.06

Pay Range 6HN

Official Rate Biweekly

ACCOUNTING ASSISTANT II (2) (6)
ACCOUNTING PROGRAM ASSISTANT I
ADMINISTRATIVE ASSISTANT II (2) (6)
ARCHIVES TECHNICIAN (2) (6)
COMMUNICATIONS ASSISTANT III (2) (6)
COPY CATALOGING TECHNICIAN II (2) (6)
COURT SERVICES ASSISTANT IV (2) (6)
CUSTOMER SERVICE REPRESENTATIVE III (2) (4) (6) (8)
INVENTORY ASSISTANT II (1) (5)
INVENTORY CONTROL ASSISTANT II
INVENTORY CONTROL ASSISTANT III (2) (6)
LIBRARY CIRCULATION ASSISTANT III (2) (6)
OFFICE ASSISTANT IV (2) (6)
PERSONNEL PAYROLL ASSISTANT II (2) (6)
POLICE DISTRICT ADMINISTRATIVE ASSISTANT (2) (6)
TELLER (2) (3) (6) (7)
TOW LOT ASSISTANT III (2) (6)
UCC CUSTOMER SERVICE REPRESENTATIVE III (2) (6)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,440.63
Annual	37,456.38

(2) Recruitment is at:

Biweekly	1,455.01
Annual	37,830.26

(3) Paula Look is authorized at the following rate:

Biweekly	1,668.88
Annual	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.

Resident Wage Incentive:

Hourly	18.36	20.73
Biweekly	**1,468.92**	**1,658.43**
Annual	38,191.92	43,119.18

(5) Recruitment is at:

Biweekly	1,483.85
Annual	38,580.10

(6) Recruitment is at:

Biweekly	1,498.66
Annual	38,965.16

(7) Paula Look is authorized at the following rate:

Biweekly	1,718.95
Annual	44,692.70

(8) 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

EQUIPMENT PARTS ASSISTANT
FIELD HEADQUARTERS COORDINATOR
INVENTORY ASSISTANT III

Wage Rate:

Hourly	17.76	20.83
Biweekly	**1,420.57**	**1,666.74**
Annual	36,934.82	43,335.24

Resident Wage Incentive:

Hourly	18.29	21.46
Biweekly	**1,463.19**	**1,716.74**
Annual	38,042.94	44,635.24

Pay Range 6JN

Official Rate Biweekly

COMMUNICATIONS ASSISTANT IV (1) (4) (5) (8)
INVENTORY ASSISTANT IV (2) (6)
INVENTORY CONTROL ASSISTANT IV (2) (6)
LEAD EQUIPMENT PARTS ASSISTANT (2) (6)
LEGAL OFFICE ASSISTANT (3) (7)
UCC CUSTOMER SERVICE REPRESENTATIVE IV (1) (5)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,523.51
Annual	39,611.26

(2) Recruitment is at:

Biweekly	1,521.77
Annual	39,566.02

(3) Recruitment is at the following rate and will increase upon completion of probation:

Biweekly	1,523.51	1,569.22
Annual	39,611.26	40,799.72

(4) To receive an additional 5% when assigned citation review functions.

Resident Wage Incentive:

Hourly	17.26	22.06
Biweekly	**1,380.55**	**1,764.69**
Annual	35,894.30	45,881.94

(5) Recruitment is at:

Biweekly	1,569.22
Annual	40,799.72

(6) Recruitment is at:

Biweekly	1,567.42
Annual	40,752.92

(7) Recruitment is at the following rate and will increase upon completion of probation:

Biweekly	1,569.22	1,616.30
Annual	40,799.72	42,023.80

(8) To receive an additional 5% when assigned citation review functions.

Pay Range 6KN

Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT II (1) (3)
ADMINISTRATIVE SERVICES ASSISTANT (1) (2) (3) (4)
CITY PAYROLL ASSISTANT (1) (3)
CLAIMS PROCESSOR II (1) (3)
COMMUNICATIONS ASSISTANT V (1) (3)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,557.72
Annual	40,500.72

(2) Marcia Borzynski is authorized at the following rate:

Biweekly	1,813.88
Annual	47,160.88

Resident Wage Incentive:

Hourly	19.13	22.48
Biweekly	**1,530.30**	**1,798.16**
Annual	39,787.80	46,752.16

(3) Recruitment is at:

Biweekly	1,604.45
Annual	41,715.70

(4) Marcia Borzynski is authorized at the following rate:

Biweekly	1,868.30
Annual	48,575.80

Pay Range 6LN

Official Rate Biweekly

INVENTORY ASSISTANT V
LEGAL OFFICE ASSISTANT – SENIOR (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,653.85
Annual	43,000.10

Resident Wage Incentive:

Hourly	20.06	23.14
Biweekly	**1,604.45**	**1,850.97**
Annual	41,715.70	48,125.22

(2) Recruitment is at:

Biweekly	1,703.47
Annual	44,290.22

Pay Range 6MN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	20.61	24.73
Biweekly	**1,648.40**	**1,978.63**
Annual	42,858.40	51,444.38

Pay Range 6NN

Official Rate Biweekly

CODE INFORMATION SPECIALIST (1) (2)
DOCKETING SPECIALIST (1) (2)
LEGAL OFFICE ASSISTANT – LEAD (1) (2)
MUNICIPAL COURT CLERK I (1) (2)
TAX ENFORCEMENT SPECIALIST (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,731.26
Annual	45,012.76

Resident Wage Incentive:

Hourly	19.13	25.53
Biweekly	**1,530.28**	**2,042.06**
Annual	39,787.28	53,093.56

(2) Recruitment is at:

Biweekly	1,783.20
Annual	46,363.20

Pay Range 6ON

Official Rate Biweekly

DOCKETING SPECIALIST – SENIOR
MUNICIPAL COURT CLERK II

Wage Rate:

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

Resident Wage Incentive:

Hourly	24.43	27.90
Biweekly	**1,954.76**	**2,231.95**
Annual	50,823.76	58,030.70

SECTION 7: SKILLED CRAFT

Pay Range 7AN

Official Rate Biweekly

URBAN FORESTRY SPECIALIST TRAINEE (1)

Wage Rate:

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

(1) **Career Ladder Position.** Recruitment may be up to the following rate with credentials/experience and with the approval of DER:

Biweekly	1,400.24
Annual	36,406.24

Resident Wage Incentive:

Hourly	16.54	19.36
Biweekly	**1,323.21**	**1,548.44**
Annual	34,403.46	40,259.44

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

Biweekly	1,442.25
Annual	37,498.50

Pay Range 7BN

Official Rate Biweekly

EQUIPMENT MECHANIC I (1) (2) (3) (4)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,475.00
Annual	38,350.00

(2) 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:

Biweekly	1,628.85
Annual	42,350.10

will advance to:

Biweekly	1,659.41
Annual	43,144.66

Resident Wage Incentive:

Hourly	17.52	21.22
Biweekly	**1,401.42**	**1,697.21**
Annual	36,436.92	44,127.46

(3) Recruitment is at:

Biweekly	1,519.25
Annual	39,500.50

(4) 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:

Biweekly	1,677.72
Annual	43,620.72

will advance to:

Biweekly	1,709.19
Annual	44,438.94

Pay Range 7CN

Official Rate Biweekly

EQUIPMENT MECHANIC II
EQUIPMENT MECHANIC III (1) (2) (5) (6)
URBAN FORESTRY ARBORIST APPRENTICE (3) (4) (7) (8)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,563.04
Annual	40,639.04

(2) **Career Ladder Position**: Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,771.35
Annual	46,055.10

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 the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,806.77
Annual	46,976.02

(3) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees 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 step 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,284.67	1,622.61	1,756.37	1,845.60
Annual	33,401.42	42,187.86	45,665.62	47,985.60

Employees at the maximum rate of the pay range are not eligible for a lump sum payment.

(4) 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.

Resident Wage Incentive:

Hourly	19.89	22.48
Biweekly	**1,590.95**	**1,798.16**
Annual	41,364.70	46,752.16

(5) Recruitment is at:

Biweekly	1,609.93
Annual	41,858.18

(6) **Career Ladder Position**: Employees in the Forestry Section will advance 2% of base pay up to the following rate upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies:

Biweekly	1,824.49
Annual	47,436.74

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 the following rate when they attain and maintain both of the two primary certifications:

Biweekly	1,860.97
Annual	48,385.22

(7) **Career Ladder and Apprenticeship Position.** Recruitment is at the minimum of the following range. At the completion of probation, an employee will advance to step 2 of the range. Employees will continue to advance 2% of base pay up to a maximum of step 3 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and criteria of the Apprenticeship training program. Employees 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 step 4 of the range when they attain and maintain both primary certifications:

Biweekly	1,323.21	1,671.29	1,809.06	1,900.97
Annual	34,403.46	43,453.54	47,035.56	49,425.22

(8) 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

WATER METER TECHNICIAN (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,508.47
Annual	39,220.22

Resident Wage Incentive:

Hourly	18.48	23.06
Biweekly	**1,478.21**	**1,844.77**
Annual	38,433.46	47,964.02

(2) Recruitment is at:

Biweekly	1,553.72
Annual	40,396.72

Pay Range 7EN

Official Rate Biweekly

EMERGENCY VEHICLE EQUIPMENT INSTALLER (2) (3) (7) (8)
EQUIPMENT MECHANIC IV
NURSERY SPECIALIST (4) (5) (9) (10)
WATER METER SPECIALIST (1) (6)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,622.61
Annual	42,187.86

(2) To be paid in the following rates:

Biweekly	1,585.56	1,836.70
Annual	41,224.56	47,754.20

Recruitment is at the following rate for candidates with at least three years of related experience:

Biweekly	1,633.13
Annual	42,461.38

For candidates with at least four years of related experience recruitment is at the following rate:

Biweekly	1,682.11
Annual	43,734.86

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

(4) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 in the range when they attain and maintain both of the primary certifications:

Biweekly	1,622.61	1,845.58	1,882.46
Annual	42,187.86	47,985.08	48,943.96

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

Resident Wage Incentive:

Hourly	20.12	23.31
Biweekly	**1,609.97**	**1,864.97**
Annual	41,859.22	48,489.22

(6) Recruitment is at:

Biweekly	1,671.29
Annual	43,453.54

(7) To be paid in the following rates:

Biweekly	1,633.13	1,891.80
Annual	42,461.38	49,186.80

Recruitment is at the following rate for candidates with at least three years of related experience:

Biweekly	1,682.12
Annual	43,735.12

For candidates with at least four years of related experience recruitment is at the following rate:

Biweekly	1,732.57
Annual	45,046.82

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

(9) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 in the range when they attain and maintain both of the primary certifications:

Biweekly	1,671.29	1,900.95	1,938.93
Annual	43,453.54	49,424.70	50,412.18

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

Pay Range 7FN

Official Rate Biweekly

ELECTRICAL WORKER
HEATING AND VENTILATING MECHANIC III (2) (5)
LEAD EQUIPMENT MECHANIC (1) (3) (4) (6)

Wage Rate:

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

(1) Career Ladder Position in Forestry. Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of range when they attain and maintain both of the two primary certifications:

Biweekly	1,649.23	1,890.58	1,928.38
Annual	42,879.98	49,155.08	50,137.88

(2) Recruitment is at:

Biweekly	1,669.25
Annual	43,400.50

(3) Recruitment is at:

Biweekly	1,649.23
Annual	42,879.98

Resident Wage Incentive:

Hourly	19.38	23.97
Biweekly	**1,550.46**	**1,917.48**
Annual	40,311.96	49,854.48

(4) Career Ladder Position in Forestry. Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of range when they attain and maintain both of the two primary certifications:

Biweekly	1,698.71	1,947.30	1,986.23
Annual	44,166.46	50,629.80	51,641.98

(5) Recruitment is at:

Biweekly	1,719.33
Annual	44,702.58

(6) Recruitment is at:

Biweekly	1,698.71
Annual	44,166.46

Pay Range 7GN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	20.35	25.08
Biweekly	**1,628.05**	**2,006.47**
Annual	42,329.30	52,168.22

Pay Range 7HN

Official Rate Biweekly

ELECTRICAL SERVICES WELDER (4) (13)
FACILITIES MAINTENANCE MECHANIC (3) (8) (9) (12) (17) (18)
FLEET MAINTENANCE TECHNICIAN (2) (11)
FIRE MAINTENANCE TECHNICIAN (1) (10)
URBAN FORESTRY SPECIALIST (5) (6) (7) (14) (15) (16)
WATER PLANT FACILITY MECHANIC (3) (12)

Wage Rate:

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

(1) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional $.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

(2) Employees to be paid in the following range. Recruitment may be at any rate I the pay range based upon experience and credentials with the approval of DER:

1,487.87	2,128.72
38,684.62	55,346.72

Employees will receive an additional 3% incentive for special assignments and 5% incentive for leadwork.

(3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,646.72	2,128.72
Annual	42,814.72	55,346.72

(4) Recruitment is at:

Biweekly	1,757.10
Annual	45,684.60

(5) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,730.77	2,001.89	2,041.92
Annual	45,000.02	52,049.14	53,089.92

(6) The following employees are to be paid a base rate in the following range: 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:

Biweekly	1,622.61	2,001.89
Annual	42,187.86	52,049.14

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

(8) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to supervisory duties for a full shift.

(9) Positons 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.

Resident Wage Incentive:

Hourly	20.69	25.77
Biweekly	**1,654.88**	**2,061.95**
Annual	43,026.88	53,610.70

(10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3% when performing special assignments. Employees will receive an additional $.60/hour for Compressed Air Technician or Inventory Control Assistant III assignments.

(11) Employees to be paid in the following range. Recruitment may be at any rate I the pay range based upon experience and credentials with the approval of DER:

1,532.51	2,192.58
39,845.26	57,007.08

Employees will receive an additional 3$ incentive for special assignments and 5% incentive for leadwork.

(12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,696.12	2,192.58
Annual	44,099.12	57,007.08

(13) Recruitment is at:

Biweekly	1,809.81
Annual	47,055.06

(14) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 in the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 in the range when they attain and maintain both of the two primary certifications:

Biweekly	1,782.69	2,061.95	2,103.18
Annual	46,349.94	53,610.70	54,682.68

(15) The following employees are to be paid a base rate in the following range: 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:

Biweekly	1,671.29	2,061.95
Annual	43,453.54	53,610.70

(16) **Career Ladder Position.** Up to nine assignments in Core Forestry Operations to be paid an additional 3% biweekly.
(17) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to supervisory duties for a full shift.
(18) Positons 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 7IN

Official Rate Biweekly

AUTOMOTIVE MACHINIST (2) (9)
MACHINIST I
NURSERY CREW LEADER (1) (7) (8) (14)
PAINTER (4) (5) (6) (11) (12) (13)
URBAN FORESTRY CREW LEADER (1) (3) (8) (10)

Wage Rate:

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

(1) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	1,979.77	2,217.58	2,261.92
Annual	51,474.02	57,657.08	58,809.92

(2) Recruitment is at:

Biweekly	1,869.95
Annual	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:

Biweekly	2,167.86
Annual	56,364.36

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

Resident Wage Incentive:

Hourly	23.95	27.91
Biweekly	**1,915.73**	**2,232.90**
Annual	49,808.98	58,055.40

(8) **Career Ladder Position.** Recruitment is at the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	2,039.16	2,284.11	2,329.78
Annual	53,018.16	59,386.86	60,574.28

(9) Recruitment is at:

Biweekly	1,926.05
Annual	50,077.30

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

(11) 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.

(12) 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.

(13) Recruitment is at:

Biweekly	2,232.90
Annual	58,055.40

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

Pay Range 7JN

Official Rate Biweekly

ELECTRICAL SERVICES BLACKSMITH (1) (7)
ELECTRICAL SERVICES MACHINIST I (1) (7)
PAINTER LEADWORKER, HOUSE (2) (3) (4) (8) (9) (10)
PAINTER, BRIDGE AND IRON (5) (11)
PORT OPERATIONS TECHNICIAN (6) (12)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,929.82
Annual	50,175.32

(2) 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.

(3) 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.

(4) Recruitment is at:

Biweekly	2,198.57
Annual	57,162.82

(5) Recruitment is at:

Biweekly	2,226.04
Annual	57,877.04

(6) **Career Ladder Position.** Recruitment is at the minimum of the following range 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 the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,487.87	2,244.00
Annual	38,684.62	58,344.00

Resident Wage Incentive:

Hourly	23.57	28.66
Biweekly	**1,885.23**	**2,292.82**
Annual	49,015.98	59,613.32

(7) Recruitment is at:

Biweekly	1,987.71
Annual	51,680.46

(8) 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.

(9) 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.

(10) Recruitment is at:

Biweekly	2,264.53
Annual	58,877.78

(11) Recruitment is at:

Biweekly	2,292.82
Annual	59,613.32

(12) **Career Ladder Position.** Recruitment is at the minimum of the following range 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 the maximum of the range upon certification by the Municipal Port Director of having attained the required job performance and demonstrated competencies. Employee may advance 1% to 4% of base pay for attaining and maintaining each certification as outlined in the Port Operations Technician Career Ladder:

Biweekly	1,532.51	2,311.32
Annual	39,845.26	60,094.32

Pay Range 7KN

Official Rate Biweekly

CARPENTER (1) (2) (9) (10)
CEMENT FINISHER (1) (4) (9) (12)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (6) (7) (14) (15)
PAINTER LEADWORKER, BRIDGE AND IRON (3) (5) (11) (13)
SIGN AND MARKING TECHNICIAN (8) (16)

Wage Rate:

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

(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:

Biweekly	2,284.22
Annual	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:

Biweekly	2,251.90
Annual	58,549.40

(5) Recruitment is at:

Biweekly	2,240.58
Annual	58,255.08

(6) **Apprenticeship Position.** Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75% and 90% of the biweekly probationary increment rate for Municipal Services Electrician, respectively:

Biweekly	1,278.73	1,534.48	1,918.10	2,301.72
Annual	33,246.98	39,896.48	49,870.60	59,844.72

(7) 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.

(8) Recruitment is at:

Biweekly	2,257.46
Annual	58,693.96

Resident Wage Incentive:

Hourly	28.81	29.41
Biweekly	**2,304.61**	**2,352.75**
Annual	59,919.86	61,171.50

(9) 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.

(10) Recruitment is at:

Biweekly	2,352.75
Annual	61,171.50

(11) 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.

(12) Recruitment is at:

Biweekly	2,319.46
Annual	60,305.96

(13) Recruitment is at:

Biweekly	2,307.80
Annual	60,002.80

(14) **Apprenticeship Position.** Recruitment is at the minimum of the following range. An employee will advance through the following range after 2,080 hours of work at each increment. These increments represent 50%, 60%, 75% and 90% of the biweekly probationary increment rate for Municipal Services Electrician, respectively:

Biweekly	1,317.09	1,580.51	1,975.64	2,370.77
Annual	34,244.34	41,093.26	51,366.64	61,640.02

(15) 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.

(16) Recruitment is at:

Biweekly	2,325.18
Annual	60,454.68

Pay Range 7LN

Official Rate Biweekly

MACHINIST II (1) (5)
URBAN FORESTRY TECHNICIAN (2) (3) (6) (7)
WATER PLANT MACHINERY MECHANIC (4) (8)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,995.91
Annual	51,893.66

(2) **Career Ladder Position.** Recruitment is the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	2,028.83	2,404.69	2,439.46
Annual	52,749.58	62,521.94	63,425.96

(3) **Career Ladder Position.** One assignment in Contract Administration to be paid an additional 3% biweekly.

(4) Employees to be paid in the following range and may be recruited at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,777.52	2,279.54
Annual	46,215.52	59,268.04

Resident Wage Incentive:

Hourly	24.72	30.04
Biweekly	**1,977.62**	**2,403.20**
Annual	51,418.12	62,483.20

(5) Recruitment is at:

Biweekly	2,055.79
Annual	53,450.54

(6) **Career Ladder Position.** Recruitment is the minimum of the following range. Employees in the Forestry Section will advance 2% of base pay up to step 2 of the range upon certification by the Commissioner of Public Works of having attained the required job performance and demonstrated competencies. 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 step 3 of the range when they attain and maintain both of the two primary certifications:

Biweekly	2,089.69	2,476.83	2,512.64
Annual	54,331.94	64,397.58	65,328.64

(7) **Career Ladder Position.** One assignment in Contract Administration to be paid an additional 3% biweekly.

(8) Employees to be paid in the following range and may be recruited at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,830.85	2,347.93
Annual	47,602.10	61,046.18

Pay Range 7MN

Official Rate Biweekly

CARPENTER LEADWORKER (1) (2) (3) (4)
IRONWORKER (1) (3)

Wage Rate:

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

(1) 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.

(2) Recruitment is at:

Biweekly	2,407.03
Annual	62,582.78

Resident Wage Incentive:

Hourly	30.60	31.20
Biweekly	**2,447.62**	**2,495.89**
Annual	63,638.12	64,893.14

(3) 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.

(4) Recruitment is at:

Biweekly	2,479.24
Annual	64,460.24

Pay Range 7NN

Official Rate Biweekly

FIRE HVAC MAINTENANCE TECHNICIAN (1) (4) (5) (8)

HVAC MAINTENANCE TECHNICIAN (1) (2) (3) (5) (6) (7)

Wage Rate:

Hourly	21.53	30.39
Biweekly	**1,722.55**	**2,430.84**
Annual	44,786.30	63,201.84

(1) Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER.
(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) Positons 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) Employees will receive an additional 5% when performing special assignments.

Resident Wage Incentive:

Hourly	22.18	31.30
Biweekly	**1,774.23**	**2,503.77**
Annual	46,129.98	65,098.02

(5) Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER.
(6) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to supervisory duties for a full shift.
(7) Positons 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.
(8) Employees will receive an additional 5% when performing special assignments.

Pay Range 7ON

Official Rate Biweekly

AUTOMOTIVE BODY REPAIR/PAINTING TECHNICIAN (6) (12)
CARPENTER SUPERVISOR (1) (7)
FIRE EQUIPMENT MACHNIST (4) (10)
FIRE EQUIPMENT WELDER (4) (10)
FIRE MECHANIC (4) (10)
FLEET SERVICE WELDER (6) (12)
HVAC MAINTENANCE TECHNICIAN – SENIOR (3) (9)
IRONWORKER SUPERVISOR (1) (2) (7) (8)
VEHICLE SERVICES TECHNICIAN (5) (11)

Wage Rate:

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

(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:

Biweekly	2,532.27
Annual	65,839.02

(3) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,817.40	2,524.87
Annual	47,252.40	65,646.62

(4) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 5% when performing special assignments.

(5) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

(6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	1,966.81	2,565.46
Annual	51,137.06	66,701.96

Resident Wage Incentive:

Hourly	32.56	32.60
Biweekly	**2,604.91**	**2,608.24**
Annual	67,727.66	67,814.24

(7) 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.

(8) Recruitment is at:

Biweekly	2,608.24
Annual	67,814.24

(9) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	1,871.92	2,600.62
Annual	48,669.92	67,616.12

(10) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 5% when performing special assignments.

(11) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Employees will receive an additional 3% for inspection duties, 5% incentive for field or leadwork, and 7% incentive for machinist duties.

(12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based upon experience and credentials with the approval of DER:

Biweekly	2,025.81	2,642.42
Annual	52,671.06	68,702.92

Pay Range 7PN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	26.58	34.20
Biweekly	**2,126.79**	**2,736.18**
Annual	55,296.54	71,140.68

Pay Range 7QN

Official Rate Biweekly

BRICKLAYER, BUILDINGS (1) (7)
LANDSCAPE AND IRRIGATION SPECIALIST (2) (3) (8) (9)
MUNICIPAL SERVICES ELECTRICIAN (4) (5) (10) (11)
SEWER MASON (1) (7)
WATER PLANT HVAC MAINTENANCE TECHNICIAN (6) (12)
WATER PLANT MACHINE REPAIRPERSON (6) (12)

Wage Rate:

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

(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:

Biweekly	2,799.20
Annual	72,779.20

(3) Recruitment is at:

Biweekly	2,711.65
Annual	70,502.90

(4) Employees to be paid in the following range:

Biweekly	2,429.59	2,777.74
Annual	63,169.34	72,221.24

An employee shall advance to the following probationary increment 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:

Biweekly	2,557.46
Annual	66,493.96

(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.

(6) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,154.71	2,716.14
Annual	56,022.46	70,619.64

Resident Wage Incentive:

Hourly	34.68	34.91
Biweekly	**2,774.69**	**2,793.00**
Annual	72,141.94	72,618.00

(7) 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.

(8) 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:

Biweekly	2,883.18
Annual	74,962.68

(9) Recruitment is at:

Biweekly	2,793.00
Annual	72,618.00

(10) Employees to be paid in the following range:

Biweekly	2,502.48	2,861.07
Annual	65,064.48	74,387.82

An employee shall advance to the following probationary increment 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:

Biweekly	2,634.18
Annual	68,488.68

(11) 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.

(12) Employees to be paid in the following range. Recruitment may be at any rate in the pay range based on experience and credentials with the approval of DER:

Biweekly	2,219.35	2,797.62
Annual	57,703.10	72,738.12

Pay Range 7RN

Official Rate Biweekly

WATER PLANT STEAMFITTER (1) (2)

Wage Rate:

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

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

Resident Wage Incentive:

Hourly	32.84	41.13
Biweekly	**2,627.56**	**3,290.21**
Annual	68,316.56	85,545.46

(2) 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

Wage Rate:

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

Resident Wage Incentive:

Hourly	15.65	16.02
Biweekly	**1,252.11**	**1,281.50**
Annual	32,554.86	33,319.00

Pay Range 8BN
Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	14.42	17.85
Biweekly	**1,153.41**	**1,428.34**
Annual	29,988.66	37,136.84

Pay Range 8CN
Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	15.55	18.39
Biweekly	**1,244.26**	**1,471.02**
Annual	32,350.76	38,246.52

Pay Range 8DN

Official Rate Biweekly

CITY LABORER (8) (13) (21) (26)
CUSTODIAL WORKER II – CITY LABORER (1) (2) (3) (4) (5) (6) (7) (10) (14) (15) (16) (17) (18) (19) (20) (23)
GARAGE ATTENDANT (4) (9) (11) (17) (22) (24)
LOCATOR TECHNICIAN (12) (25)
SANITATION YARD ATTENDANT (11) (24)
TOW LOT ATTENDANT (11) (24)

Wage Rate:

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

(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:

Biweekly	1,567.43
Annual	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:

Biweekly	1,567.43
Annual	40,753.18

(8) Recruitment is at the minimum of the following range. An employee who successfully passes a 9-month probation period and meets standards on a performance review shall move to step 2 in the range and an employee who completes 2,080 hours in this title and meets standards on a performance review shall move to step 3 in the range:

Biweekly	1,208.02	1,292.58	1,417.02
Annual	31,408.52	33,607.08	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:

Biweekly	1,403.06
Annual	36,479.56

(11) Recruitment is at:

Biweekly	1,417.02
Annual	36,842.52

(12) Recruitment is at:

Biweekly	1,292.58
Annual	33,607.08

Probationary Increment is at:

Biweekly	1,417.02
Annual	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.

Resident Wage Incentive:

Hourly	16.77	20.03
Biweekly	**1,341.28**	**1,602.44**
Annual	34,873.28	41,663.44

(14) 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.

(15) 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.

(16) Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth increment of:

Biweekly	1,614.45
Annual	41,975.70

(17) 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.

(18) 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.

(19) 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.

(20) One position in the Milwaukee Public Library permanently assigned to the dock shall be eligible for an additional increment of:

Biweekly	1,614.45
Annual	41,975.70

(21) Recruitment is at the minimum of the following range. An employee who successfully passes a 9-month probation period and meets standards on a performance review shall move to step 2 in the range and an employee who completes 2,080 hours in this title and meets standards on a performance review shall move to step 3 in the range:

Biweekly	1,244.26	1,331.36	1,459.53
Annual	32,350.76	34,615.36	37,947.78

(22) 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.

(23) Recruitment is at:

Biweekly	1,445.15
Annual	37,573.90

(24) Recruitment is at:

Biweekly	1,459.53
Annual	37,947.78

(25) Recruitment is at:

Biweekly	1,331.36
Annual	34,615.36

Probationary Increment is at:

Biweekly	1,459.53
Annual	37,947.78

(26) 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

CART MAINTENANCE TECHNICIAN (3) (8)
CUSTODIAL WORKER III (4) (9)
DELIVERY DRIVER
LABORER (ELECTRICAL SERVICES) (1) (4) (5) (6) (9) (10)
SEWER LABORER I (4) (9)
URBAN FORESTRY LABORER (2) (4) (7) (9)
WATER DISTRIBUTION LABORER (4) (9)

Wage Rate:

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

(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:

Biweekly	1,618.17
Annual	42,072.42

(3) Recruitment is at:

Biweekly	1,458.61
Annual	37,923.86

(4) Recruitment is at:

Biweekly	1,442.40
Annual	37,502.40

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

Resident Wage Incentive:

Hourly	18.36	20.58
Biweekly	**1,468.92**	**1,646.60**
Annual	38,191.92	42,811.60

(6) When assigned to work on the pole rig crew, an employee shall be paid at the Special Laborer (Electrical Services) pay rate.

(7) 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:

Biweekly	1,666.72
Annual	43,334.72

(8) Recruitment is at:

Biweekly	1,502.37
Annual	39,061.62

(9) Recruitment is at:

Biweekly	1,485.67
Annual	38,627.42

(10) Effective Pay Period 16, 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

CEMENT FINISHER HELPER (2) (6)
INFRASTRUCTURE REPAIR WORKER (4) (8)
SELF-HELP YARD ATTENDANT
SEWER LABORER II (2) (6)
TOW LOT CREW LEADER
UTILITY CREW WORKER (2) (6)
VEHICLE SERVICES ASSISTANT (1) (5)
WATER DISTRIBUTION REPAIR WORKER I
WATER PLANT LABORER (3) (7)

Wage Rate:

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

(1) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents ($.50) per hour.

(2) Recruitment is at:

Biweekly	1,491.73
Annual	38,784.98

(3) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents ($0.68) per hour.

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

Resident Wage Incentive:

Hourly	18.99	21.46
Biweekly	**1,519.25**	**1,716.74**
Annual	39,500.50	44,635.24

(5) Employee assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents ($.50) per hour.

(6) Recruitment is at:

Biweekly	1,536.48
Annual	39,948.48

(7) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents ($0.68) per hour.

(8) Effective Pay Period 16, 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

BRIDGE OPERATOR (1) (3) (4) (6)
SEWER CREW LEADER I (2) (5)
SPECIAL LABORER (ELECTRICAL SERVICES) (2) (5)
TRAFFIC SIGN WORKER II (2) (5)
UTILITY WORKER (ELECTRICAL SERVICES) (2) (5)

Wage Rate:

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

(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:

Biweekly	1,544.61
Annual	40,159.86

(3) Recruitment is at:

Biweekly	1,539.25
Annual	40,020.50

Resident Wage Incentive:

Hourly	19.39	21.99
Biweekly	**1,551.08**	**1,758.89**
Annual	40,328.08	45,731.14

(4) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of $0.50 per hour.

(5) Recruitment is at:

Biweekly	1,590.95
Annual	41,364.70

(6) Recruitment is at:

Biweekly	1,585.43
Annual	41,221.18

Pay Range 8HN

Official Rate Biweekly

SEWER CREW LEADER II
SEWER FIELD INVESTIGATOR (1) (2)

Wage Rate:

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

(1) Recruitment is at:

Biweekly	1,581.50
Annual	41,119.00

Resident Wage Incentive:

Hourly	20.12	22.78
Biweekly	**1,609.93**	**1,822.64**
Annual	41,858.18	47,388.64

(2) Recruitment is at:

Biweekly	1,628.95
Annual	42,352.70

Pay Range 8IN

Official Rate Biweekly

BRIDGE OPERATOR LEAD WORKER (1) (2) (5) (6)
INFRASTRUCTURE REPAIR CREW LEADER (3) (7)
WATER DISTRIBUTION UTILITY INVESTIGATOR
WATER METER INVESTIGATOR (4) (8)

Wage Rate:

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

(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:

Biweekly	1,620.74
Annual	42,139.24

(3) Recruitment is at:

Biweekly	1,603.83
Annual	41,699.58

(4) Recruitment is at:

Biweekly	1,595.65
Annual	41,486.90

Resident Wage Incentive:

Hourly	20.12	23.31
Biweekly	**1,609.97**	**1,864.97**
Annual	41,859.22	48,489.22

(5) Employees assigned to the maintenance crew on a full-day basis will be paid a premium of $0.50 per hour.

(6) Recruitment is at:

Biweekly	1,669.36
Annual	43,403.36

(7) Recruitment is at:

Biweekly	1,651.94
Annual	42,950.44

(8) Recruitment is at:

Biweekly	1,643.52
Annual	42,731.52

Pay Range 8JN

Official Rate Biweekly

SEWER EXAMINER II

Wage Rate:

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

Resident Wage Incentive:

Hourly	21.23	23.89
Biweekly	**1,698.71**	**1,911.14**
Annual	44,166.46	49,689.64

Pay Range 8KN

Official Rate Biweekly

OPERATIONS DRIVER WORKER (1) (2) (3) (4) (6) (7) (8) (9)
SEWER REPAIR CREW LEADER (5) (10)

Wage Rate:

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

(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:

Biweekly	1,770.40
Annual	46,030.40

(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:

Biweekly	1,699.57
Annual	44,188.82

Resident Wage Incentive:

Hourly	20.13	26.25
Biweekly	**1,610.10**	**2,099.62**
Annual	41,862.60	54,590.12

(6) 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:

Biweekly	1,823.51
Annual	47,411.26

(7) 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.
(8) 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.
(9) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
(10) Recruitment is at:

Biweekly	1,750.56
Annual	45,514.56

Pay Range 8LN

Official Rate Biweekly

WATER REPAIR WORKER (1) (2) (3) (4)

Wage Rate:

Hourly	21.79	24.77
Biweekly	**1,743.35**	**1,981.44**
Annual	45,327.10	51,517.44

(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.

Resident Wage Incentive:

Hourly	22.45	25.51
Biweekly	**1,795.65**	**2,040.88**
Annual	46,686.90	53,062.88

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

Pay Range 8MN

Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	23.95	27.47
Biweekly	**1,915.73**	**2,197.77**
Annual	49,808.98	57,142.02

Pay Range 8NN

Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR I (1) (2) (3) (4)

Wage Rate:

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

(1) An employee assigned to operate the Sidewalk Tractor to be paid:

Biweekly	2,179.05
Annual	56,655.30

(2) An employee assigned to operate the Sidewalk Tractor or Skid Steer during a general ice control/snow removal operation to be paid:

Biweekly	2,234.12
Annual	58,087.12

Resident Wage Incentive:

Hourly	28.06
Biweekly	**2,244.42**
Annual	58,354.92

(3) An employee assigned to operate the Sidewalk Tractor to be paid:

Biweekly	2,244.42
Annual	58,354.92

(4) An employee assigned to operate the Sidewalk Tractor or Skid Steer during a general ice control/snow removal operation to be paid:

Biweekly	2,301.14
Annual	59,829.64

Pay Range 8ON

Official Rate Biweekly

DIRECTIONAL, BORING MACHINE OPERATOR/WORKER
SPECIAL EQUIPMENT OPERATOR II (1) (2) (3) (4) (5) (6)

Wage Rate:

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

(1) An employee assigned to operate the End Loader (Road), Bulldozer (Road), Reach-All, Hydro Crane, or miscellaneous tractors to be paid:

Biweekly	2,259.98
Annual	58,759.48

(2) An employee assigned to operate the Prentice Loader (PP 9-24) to be paid:

Biweekly	2,276.00
Annual	59,176.00

(3) An employee assigned to operate the End Loader (GIC) or Prentice Loader (PP 25-8) to be paid:

Biweekly	2,322.40
Annual	60,382.40

Resident Wage Incentive:

Hourly	29.10
Biweekly	**2,327.78**
Annual	60,522.28

(4) An employee assigned to operate the End Loader (Road), Bulldozer (Road), Reach-All, Hydro Crane, or miscellaneous tractors to be paid:

Biweekly	2,327.78
Annual	60,522.28

(5) An employee assigned to operate the Prentice Loader (PP 9-24) to be paid:

Biweekly	2,344.28
Annual	60,951.28

(6) An employee assigned to operate the End Loader (GIC) or Prentice Loader (PP 25-8) to be paid:

Biweekly	2,392.07
Annual	62,193.82

Pay Range 8PN

Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR III (1) (2) (3) (5) (6) (7)
WATER CHIEF REPAIR WORKER (4) (8)

Wage Rate:

Hourly	25.26	29.03
Biweekly	**2,020.49**	**2,322.40**
Annual	52,532.74	60,382.40

(1) An employee assigned to operate the Backhoe, Pavement Grinder, and Bulldozer (Demolition) to be paid in the following range:

Biweekly	2,372.96	2,468.83
Annual	61,696.96	64,189.58

(2) 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.
(3) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.
(4) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.

Resident Wage Incentive:

Hourly	26.01	29.90
Biweekly	**2,081.10**	**2,392.07**
Annual	54,108.60	62,193.82

(5) An employee assigned to operate the Backhoe, Pavement Grinder, and Bulldozer (Demolition) to be paid in the following range:

Biweekly	2,444.15	2,542.89
Annual	63,547.90	66,115.14

(6) 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.
(7) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.
(8) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.

Pay Range 8QN

Official Rate Biweekly

HARBOR CRANE OPERATOR (1) (2)

Wage Rate:

Hourly	30.26	32.97
Biweekly	**2,420.42**	**2,637.80**
Annual	62,930.92	68,582.80

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

Resident Wage Incentive:

Hourly	31.16	33.96
Biweekly	**2,493.03**	**2,716.93**
Annual	64,818.78	70,640.18

(2) 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

ELECTION INSPECTOR (1)

Wage Rate:

Daily	**130.00**

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

Pay Range 9BN
Official Rate Biweekly

Wage Rate:

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

Resident Wage Incentive:

Hourly	7.99	9.33
Biweekly	**639.42**	**746.54**
Annual	16,624.92	19,410.04

Pay Range 9CN
Official Rate Biweekly

LIBRARY CIRCULATION AIDE
TEEN OUTREACH INTERN

Wage Rate:

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

Resident Wage Incentive:

Hourly	8.19	9.99
Biweekly	**655.08**	**799.28**
Annual	17,032.08	20,781.28

Pay Range 9DN

Official Rate Daily

CHIEF INSPECTOR (1)

Wage Rate:

Daily	**160.00**

(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 Biweekly

TEMPORARY PROGRAM ASSISTANT I

Wage Rate:

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

Resident Wage Incentive:

Hourly	20.06
Biweekly	**1,604.45**
Annual	41,715.70

Pay Range 9FN

Official Rate Biweekly

TEMPORARY OFFICE ASSISTANT I (1) (2)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	13.02
Biweekly	**1,041.54**
Annual	27,080.04

(2) 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 Biweekly

LEGISLATIVE SERVICES AIDE
SCHOOL CROSSING GUARD (1) (2) (3) (4) (5) (6)
SCHOOL CROSSING GUARD DISPATCHER (1) (2) (3) (4) (5) (6)
SCHOOL CROSSING GUARD OPERATOR (3) (6)

Wage Rate:

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

(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:

Biweekly	1,182.40

(2) 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:

Biweekly	1,248.00

(3) 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.

Resident Wage Incentive:

Hourly	12.69	13.39
Biweekly	**1,015.17**	**1,071.20**
Annual	26,394.42	27,851.20

(4) 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:

Biweekly	1,217.87

(5) 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:

Biweekly	1,285.44

(6) 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 Biweekly

TEMPORARY ELECTION SERVICES OFFICE ADMINISTRATOR

Wage Rate:

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

Resident Wage Incentive:

Hourly	23.91
Biweekly	**1,913.19**
Annual	49,742.94

Pay Range 9IN

Official Rate Biweekly

COLLEGE INTERN (1) (2) (3) (4)

Wage Rate:

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

(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:

Biweekly	957.60

Students with senior status may be appointed up to:

Biweekly	1,085.60

Resident Wage Incentive:

Hourly	10.65	13.98
Biweekly	**852.02**	**1,118.17**
Annual	22,152.52	29,072.42

(3) 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.

(4) With the approval of the Employee Relations Director, students with junior status may be appointed up to:

Biweekly	986.33

Students with senior status may be appointed up to:

Biweekly	1,118.17

Pay Range 9JN

Official Rate Biweekly

TEMPORARY WINTER RELIEF DRIVER WORKER (1) (2) (3) (4) (5) (6)

Wage Rate:

Hourly	33.20	38.22
Biweekly	**2,656.00**	**3,057.60**
Annual	69,056.00	79,497.60

(1) Previous City of Milwaukee Employees who held the title of Operations Driver Worker to be hired at the hourly rate of:

Biweekly	3,057.60

(2) Previous City of Milwaukee Employees who held the title of Urban Forestry Specialist to be hired as the hourly rate of:

Biweekly	3,003.20

(3) Employees who have not previously held either of the above City of Milwaukee titles to be paid at the hourly rate of:

Biweekly	2,656.00

Resident Wage Incentive:

Hourly	34.20	39.37
Biweekly	**2,736.00**	**3,149.60**
Annual	71,136.00	81,889.60

(4) Previous City of Milwaukee Employees who held the title of Operations Driver Worker to be hired at the hourly rate of:

Biweekly	3,149.60

(5) Previous City of Milwaukee Employees who held the title of Urban Forestry Specialist to be hired as the hourly rate of:

Biweekly	3,093.60

(6) Employees who have not previously held either of the above City of Milwaukee titles to be paid at the hourly rate of:

Biweekly	2,736.00

Pay Range 9KN

Official Rate Biweekly

TEMPORARY OFFICE ASSISTANT II (1) (2)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	15.12
Biweekly	**1,209.63**
Annual	31,450.38

(2) 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 Biweekly

TEMPORARY ELECTION LABORER
TEMPORARY LANDSCAPE LABORER

Wage Rate:

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

Resident Wage Incentive:

Hourly	15.55
Biweekly	**1,244.24**
Annual	32,350.24

Pay Range 9MN

Official Rate Biweekly

CONSTRUCTION LABORER INTERN

Wage Rate:

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

Resident Wage Incentive:

Hourly	11.61
Biweekly	**928.65**
Annual	24,144.90

Pay Range 9NN
Official Rate Biweekly

ENGINEERING INSPECTION ASSISTANT (1) (2)

Wage Rate:

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

(1) Freshmen are to be appointed at:

Biweekly	1,052.00

Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,250.40

Resident Wage Incentive:

Hourly	13.54	16.10
Biweekly	**1,083.56**	**1,287.91**
Annual	28,172.56	33,485.66

(2) Freshmen are to be appointed at:

Biweekly	1,083.56

Sophomores, juniors, and seniors may be appointed up to:

Biweekly	1,287.91

Pay Range 9ON
Official Rate Biweekly

TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I
TEMPORARY OFFICE ASSISTANT III (1) (2)

Wage Rate:

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

(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.

Resident Wage Incentive:

Hourly	17.19
Biweekly	**1,375.26**
Annual	35,756.76

(2) 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 Biweekly

ENGINEERING INTERN (1) (4)
GRADUATE INTERN (2) (5)
TRAFFIC OPERATIONS ASSISTANT (3) (6)

Wage Rate:

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

(1) Juniors may be appointed up to:

Biweekly	1,264.80

Students with senior status may be appointed up to:

Biweekly	1,436.80

(2) Graduate Interns attending law school may be hired up to:

Biweekly	1,264.80

(3) Sophomores and juniors may be appointed up to:

Biweekly	1,264.80

Students with senior status may be appointed up to:

Biweekly	1,436.80

Resident Wage Incentive:

Hourly	14.71	18.50
Biweekly	**1,176.67**	**1,479.90**
Annual	30,593.42	38,477.40

(4) Juniors may be appointed up to:

Biweekly	1,302.74

Students with senior status may be appointed up to:

Biweekly	1,479.90

(5) Graduate Interns attending law school may be hired up to:

Biweekly	1,302.74

(6) Sophomores and juniors may be appointed up to:

Biweekly	1,302.74

Students with senior status may be appointed up to:

Biweekly	1,479.90

Pay Range 9QX

Official Rate Biweekly

MUNICIPAL COURT COMMISSIONER

Wage Rate:

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

Resident Wage Incentive:

Hourly	48.35
Biweekly	**3,868.39**
Annual	100,578.14

Pay Range 9RX

Official Rate Biweekly

FIRE MEDICAL OFFICER

Wage Rate:

Hourly	48.19
Biweekly	**3,855.20**
Annual	100,235.20

Resident Wage Incentive:

Hourly	49.64
Biweekly	**3,970.86**
Annual	103,242.36

SECTION 10: BOARDS AND COMMISSIONS

Pay Range BC1

Official Rate Biweekly

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)

Biweekly	**115.38**	**253.85**

(1) Compensation is at:

Biweekly	115.38

(2) Compensation is at:

Biweekly	161.54

(3) Compensation is at:

Biweekly	244.23

(4) Compensation is at:

Biweekly	253.85

Pay Range BC2

Official Rate Biweekly

ADMINISTRATIVE OFFICER, BOZA

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

SECTION 11: ELECTED OFFICIALS

Pay Range EOE

Official Rate Biweekly

2012-2016 Term
MAYOR (1)
CITY ATTORNEY (2)
CITY TREASURER (3)
COMPTROLLER (4)
MUNICIPAL JUDGE (5) (6)
ALDERMAN (7) (8)

Wage Rate:

Hourly	35.20	70.83
Biweekly	**2,816.24**	**5,666.76**
Annual	73,222.24	147,335.76

(1) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Mayor shall be as follows (Per File #110108):

Biweekly	5,666.76
Annual	147,335.76

This rate is 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 City Attorney shall be as follows (Per File #110993):

Biweekly	5,666.75
Annual	147,335.50

(3) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the City Treasurer shall be as follows (Per File #110993):

Biweekly	4,386.14
Annual	114,039.64

(4) For the 2012-2016 term of office, commencing Pay Period 9, 2012, the salary of the Comptroller shall be as follows (Per File #110993):

Biweekly	4,831.04
Annual	125,607.04

(5) The salary for Municipal Judges shall be as follows:

Biweekly	5,117.27
Annual	133,049.02

Controlling Wis. Stat. 755.05.

(6) 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.

PART II – ADMINISTRATION

SECTION 1: ORGANIZAION

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 are-as. 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, daily, biweekly and annual rates of pay are listed in sections of this ordinance. Residential incentive rates pursuant to Common Council File # 190099 are also included. 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 of the applicable pay range, except as otherwise authorized. Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period.

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

B. **Recruitment of Officials and Administrators (Section 1) and Professionals (Section 2):** 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 applicable 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 maintained by the Department of Employee Relations and communicated to the Committee on Finance and Personnel as requested. Recruitment for purposes of this provision includes appointments after promotion.

C. **Recruitment of Technicians (Section 3):** In the event it becomes necessary to recruit at a rate above the minimum for positions classified as Technicians recruitment may be authorized at any rate in the pay range based on credentials and relevant experience with the approval of the Department of Employee Relations. This provision shall not conflict with education and/or experience requirements established within applicable career ladders.

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: PAY PROGRESSION, SALARY ADJUSTMENTS, AND SALARY ANNIVERSARY DATES

Pay Progression: Pay progression (movement through a pay range) and salary adjustments shall be as authorized in this Ordinance. In 2020 pay progression provisions contained in a collective bargaining agreement are in full force and effect.

A. **Salary Adjustments:** This section intentionally left blank.

B. **Salary Anniversary:** The Department of Employee Relations shall be authorized to create and administer guidelines establishing and maintaining salary anniversary dates as necessary. An employee's original salary anniversary date is established upon completion of 26 pay periods of service after appointment. In general a new salary anniversary date is established upon promotion, demotion, or as determined by guidelines established by the Department of Employee Relations.

SECTION 5: PROMOTIONS AND SPECIAL PAY PRACTICES

A. **Promotions**: This section applies to all promotions- promotions from one position to a higher level position, promotion after reclassification, promotion after under-fill, promotion after reallocation, and

temporary promotional appointments . The salary adjustment after promotion will be in accordance with the following table.

Promotions into a position within the following pay ranges: Technicians Pay Ranges 3AN to 3SN Paraprofessionals Pay Ranges 5AN to 5KN Administrative Support Pay Ranges 6AN to 6ON Skilled Craft Pay Ranges 7AN to 7RN Service & Maintenance Pay Ranges 8AN to 8QN Hourly, Part-time, Intermittent Pay Ranges 9AN to 9RX Protective Services Pay Ranges 4A to 4L and 4N & 4P	Shall be at the rate of pay 5% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Collective Bargaining Agreement.
Promotions into a position within the following pay ranges: Officials & Administrators Pay Ranges 1AX to 1GX Professionals Pay Ranges 2AN to 2JN Pay Ranges 2EX to 2KX Non Represented Protective Services Pay Range 4MX	Shall be at the rate of pay 7% above the rate of pay prior to the promotion or the minimum of the new range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.
Promotions into a position within the following pay ranges: Officials & Administrators Pay Ranges 1HX to 1PX Professionals Pay Ranges 2LX to 2QX Non-Represented Protective Services Pay Ranges 4QX and 4SX Non-Represented Protective Services Pay Range 4OX and 4RX	Shall be at the rate of pay 10% above the rate of pay prior to the promotion or the minimum of the new pay range (or the footnoted minimum recruitment rate) whichever is greatest. In accordance with applicable provisions within the Pay Range.
Promotions into a position within a Career Ladder:	Shall be at the increment higher than the employee's current rate of pay. The employee must achieve all required credentials up to and including the new increment within the probationary period.

Appointment to a position in a pay range with a lower maximum rate may be considered a promotion as determined by the Department of Employee Relations.

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 pay range associated with the new position

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

Pay Range Restructuring - 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.

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.

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 within the same department. 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.

Career Ladder Transfer: An employee who transfers into a career ladder shall be placed within the ladder at the increment that corresponds with demonstrated credentials with the approval of DER. If the employee's prior rate of pay is higher than the appropriate increment, the employee will retain their previous rate of pay.

F. Loss of Commercial Driver's License (CDL): 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. Pension Offset:

1. General City Employees:

a. 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 1.b.

b. 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.

2. Milwaukee Police Department – Non-Represented Sworn Employees:

a. 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.

3. **Milwaukee Fire Department – Non-Represented Sworn Employees:**
   a. 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.

   b. Effective Pay Period 1, 2016 (December 20, 2015) 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, 2015 (December 19, 2015). Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

H. Severe Weather Emergency: In the event that employees are directed by an appropriate authority to not report to work as a result of a severe weather emergency declaration by the Mayor, employees shall be compensated at their base salary rate for their regularly scheduled work day. These hours shall not be considered as time worked for purposes of computing overtime.

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 demotion 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 equivalent to the corresponding increase as described in Section 5, Promotions and Special Pay Practices, above, 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. 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. 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 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 work days during the calendar week in which the holiday occurred, or on the work day immediately before and on the work day immediately following said holiday. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension or unauthorized 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. A work day, for purposes of this section, shall be defined as an employee’s full, assigned and approved, work shift.

B. **Timing:** Whenever Independence Day, July 4, falls on a Saturday, the preceding Friday shall be observed as a holiday. Whenever Independence Day, July 4, 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 or Sunday, the following Monday shall be observed as a holiday.

C. **Holiday Pay - Full-Time Employees working less than Full-Time:** Employees working a less than full-time schedule due to medical restrictions shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of this provision shall be in accordance with the preceding paragraph on Holiday pay.

D. 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. Emergency Call-Out DPW: 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. Emergency Call-Out MWW: 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. Special OT Provisions 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. Special OT Provisions 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. Special OT Provisions MFD – Technical Communications Divisions: 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.

M. Certification Pay: Employees who are otherwise eligible for a salary adjustment after attaining and maintaining a certification or license outside of those required as part of a pay progression requirement within a career ladder shall be eligible to receive such adjustment as determined by the Department of Employee Relations. The effective date of such adjustment shall be the pay period after the certification or license is achieved.

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

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

B. Fire Contract Administrator: The salary rate of the Association Fire Contract Administrator shall be equivalent to the step in the pay range the employee would normally occupy had he/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.