2026 SALARY ORDINANCE
Effective from and after December 21, 2025 (Pay Period 1, 2026)
UPDATED THROUGH 11/4/26 COMMON COUNCIL MEETING
(Effective Pay Period 21, 2026 – September 27, 2026)

..Number
250698
..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:

TABLE OF CONTENTS

PART I	**RATES OF PAY**	2
Section 1	Officials and Administrators	2
Section 2	Professionals	25
Section 3	Technicians	53
Section 4	Protective Services	61
Section 5	Paraprofessionals	94
Section 6	Administrative Support	103
Section 7	Skilled Craft	108
Section 8	Service and Maintenance	125
Section 9	Part-time and Intermittent	131
Section 10	Boards and Commissions	138
Section 11	Elected Officials	139

PART II	**ADMINISTRATION**	141
Section 1	Organization	141
Section 2	Rates of Pay	142
Section 3	Salary at Time of Appointment	142
Section 4	Salary Adjustments, Salary Anniversary Dates, and Longevity Incentive Pay	143
Section 5	Promotions and Special Pay Practices	144
Section 6	Demotions	147
Section 7	Hours of Work and Work Schedules	148
Section 8	Holiday Pay	148
Section 9	Supplemental Pay Practices	149
Section 10	Rates of Pay for Police Liaison and Fire Contract Administrator	151

PART III	**BOARDS AND COMMISSIONS: COMPENSATION AND REIMBURSEMENT**	152
PART IV	**ELECTED OFFICIALS**	153
PART V		154
PART VI	**SALARY ORDINANCE CHANGES FOLLOWING EXTENDED IMPLEMENTATIONS**	154

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, except for the following positions:

Administration Director - Department of Administration
Assistant Chief of Police
Assistant Fire Chief
Budget and Management Director
Chief Investment Officer
Chief of Police
City Engineer
Chief Information Officer
Chief Investment Officer
Commissioner of Assessments
Commissioner-Building Inspection
Commissioner-City Development
Commissioner-Health
Commissioner-Public Works
Deputy Chief Investment Officer
Deputy City Attorney
Deputy Commissioner-City Development
Deputy Commissioner of Medical Service
Emergency Communications Director
Employee Relations Director
Employes' Retirement System – Deputy Director
Employes' Retirement System – Executive Director
Fire Chief
Fire and Police Commission Executive Director
Milwaukee Public Library Director
Municipal Port Director
Legislative Liaison Director
Operations Division Director - DPW - Operations
Water Works Superintendent

The Department of Employee Relations shall provide to the Common Council an annual report on or before the first Common Council meeting in September of each year relating to the salary amount of each position exceeding that of the Mayor. The report shall include a review by the Department of Employee Relations and the Office of Equity and Inclusion.

SECTION 1: OFFICIALS AND ADMINISTRATORS

Pay Range 1AX
Official Rate Biweekly

FLEET TRAINING SUPERVISOR (1) (2)
POLICE OFFICE SUPERVISOR

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	28.20	33.33
Biweekly	**2,256.00**	**2,666.46**
Annual	58,656.00	69,327.96

(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	2,316.13
Annual	60,219.38

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

Pay Range 1BX
Official Rate Biweekly

BUILDING SERVICES SUPERVISOR II (1)
FORENSIC PROCESSOR SUPERVISOR (2)
INVENTORY ASSISTANT MANAGER (2)
LOCATOR TECHNICIAN SUPERVISOR (1)

Wage Rate:

Hourly	28.20	35.53
Biweekly	**2,256.00**	**2,842.56**
Annual	58,656.00	73,906.56

(1) Recruitment is at:

Biweekly	2,367.06
Annual	61,543.56

(2) Recruitment is at:

Biweekly	2,421.50
Annual	62,959.00

Pay Range 1CX
Official Rate Biweekly

PARKING ENFORCEMENT SUPERVISOR (1) (2)
TOW LOT SUPERVISOR (2)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	28.20	37.87
Biweekly	**2,256.00**	**3,029.53**
Annual	58,656.00	78,767.78

(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	2,322.82
Annual	60,393.32

Pay Range 1DX
Official Rate Biweekly

ADMINISTRATIVE SERVICES SUPERVISOR (3)
BUILDING OPERATIONS SUPERVISOR (1) (2)
BUSINESS LIAISON-DEVELOPMENT CENTER (3)
LEGAL OFFICE ASSISTANT SUPERVISOR (4)
PERMIT DESK SUPERVISOR (3)
PRINT MEDIA AND ACADEMY FACILITATOR
PROPERTY MANAGEMENT PROGRAM COORDINATOR

Wage Rate:

Hourly	28.20	40.36
Biweekly	**2,256.00**	**3,228.94**
Annual	58,656.00	83,952.44

(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	2,728.65
Annual	70,944.90

(3) Recruitment is at:

Biweekly	2,718.85
Annual	70,690.10

(4) Recruitment is at:

Biweekly	2,773.08
Annual	72,100.08

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 1EX
Official Rate Biweekly

BRIDGE OPERATOR SUPERVISOR (2)
DPW INVENTORY AND PURCHASING MANAGER (4)
DROP OFF CENTER SUPERVISOR (1) (3)
FIELD OPERATIONS INSPECTION MANAGER (5)
FLEET INVENTORY MANAGER (1) (4)
FLEET OPERATIONS SUPERVISOR (1)(3)
INVENTORY MANAGER (4)
MECHANICAL MAINTENANCE SUPERVISOR (1) (3)
SANITATION SUPERVISOR (1)(3)
STREET REPAIR SUPERVISOR (1)(2)

Wage Rate:

Hourly	29.83	43.01
Biweekly	**2,386.18**	**3,440.76**
Annual	62,040.68	89,459.76

(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	2,485.42
Annual	64,620.92

(3) Recruitment is at:

Biweekly	2,798.76
Annual	72,767.76

(4) Recruitment is at:

Biweekly	2,942.31
Annual	76,500.06

(5) Recruitment is at:

Biweekly	2,893.38
Annual	75,227.88

Pay Range 1FX
Official Rate Biweekly

BOZA ADMINISTRATIVE SUPERVISOR (5)
ELECTION OPERATIONS MANAGER (3)
ELECTION TRAINING MANAGER (3)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

FIRE DISPATCH ASSISTANT MANAGER (4)
FLEET OPERATIONS AND TRAINING SUPERVISOR (2) (6)
LEGAL ADMINISTRATIVE SUPERVISOR (5)
LEGISLATIVE LIBRARY MANAGER (8)
LIBRARY CIRCULATION MANAGER (8)
LIBRARY SERVICES ASSISTANT MANAGER (8)
PARKING SERVICES SUPERVISOR (1) (2)
POLICE RECORDS SUPERVISOR (5)
REVENUE COLLECTION MANAGER (1)
SEWER MAINTENANCE PROGRAM MANAGER (1)
SEWER OPERATIONS SUPERVISOR (1)
STREET OPERATIONS SUPERVISOR (1) (2)
UNIFIED CALL CENTER SUPERVISOR (5)
WATER FIELD SUPERVISOR (1) (7)

Wage Rate:

Hourly	31.80	45.86
Biweekly	**2,544.38**	**3,668.85**
Annual	66,153.88	95,390.10

(1) Recruitment is at:

Biweekly	2,798.78
Annual	72,768.28

(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 is at:

Biweekly	2,860.59
Annual	74,375.34

(4) Recruitment is at:

Biweekly	3,431.96
Annual	89,230.96

(5) Recruitment is at:

Biweekly	2,942.42
Annual	76,502.92

(6) Recruitment is at:

Biweekly	2,942.31
Annual	76,500.06

(7) 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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

customers which results in an excessive amount of overtime work, to receive 4.8% additional bi-weekly salary as compensation for such overtime work.

(8) Recruitment is at:

Biweekly	3,076.00
Annual	79,976.00

Pay Range 1GX
Official Rate Biweekly

CIVIC ENGAGEMENT SERVICES MANAGER (6)
COMMUNITY VIOLENCE PREVENTION MANAGER (6)
CONSUMER ENVIRONMENTAL HEALTH MANAGER (6)
CUSTOMER SERVICE SPECIALIST (10)
DISEASE INTERVENTION SPECIALIST SUPERVISOR (8)
FAMILY VIOLENCE PREVENTION MANAGER (6)
FIRE DISPATCH MANAGER (2)
FLEET DEMOLITION MANAGER (6) (9)
FLEET OPERATIONS AND TRAINING MANAGER (6) (9)
FLEET REPAIR SUPERVISOR (1) (9)
HEALTH PROJECT SUPERVISOR – DADS (8)
HEALTH PROJECT SUPERVISOR – EFM (8)
HEALTH PROJECT SUPERVISOR – MBCCAP (8)
HEALTH PROJECT SUPERVISOR – SRH (8)
HEALTH PROJECT SUPERVISOR – WIC (8)
HEALTHCARE ACCESS PROGRAM MANAGER (6)
HOME ENVIRONMENTAL HEALTH MANAGER (6)
MACHINE SHOP SUPERVISOR (5)
MKE PARKS MANAGER (6)
PARKING ENFORCEMENT COMMUNICATIONS MANAGER (4)
PARKING ENFORCEMENT OPERATIONS MANAGER (4)
PUBLIC HEALTH NURSE SUPERVISOR (8)
RECAST PROGRAM MANAGER (6)
SANITATION DISTRICT MANAGER (3) (9)
SCALES NEIGHBORHOOD NURSING PROGRAM MANAGER (6)
STRONG BABY PROGRAM MANAGER (6)
TAX COLLECTION AND ENFORCEMENT COORDINATOR (10)
TOW LOT ASSISTANT MANAGER (4)
TRAFFIC SIGN SHOP SUPERVISOR (5)
URBAN FORESTRY MANAGER (3) (9)
URBAN FORESTRY SHOP AND MAINTENANCE MANAGER (6) (9)
WATER COLLECTIONS SUPERVISOR (10)
WATER CUSTOMER SERVICE SUPERVISOR (10)
WATER DISTRIBUTION CONSTRUCTION MANAGER (6)
WIC CLIENT SERVICES SUPERVISOR (8)
YOUTH VIOLENCE PREVENTION MANAGER (6)

Wage Rate:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	33.89	48.88
Biweekly	**2,711.58**	**3,910.18**
Annual	70,501.08	101,664.68

(1) Recruitment is at:

Biweekly	3,052.39
Annual	79,362.14

(2) Recruitment is at:

Biweekly	3,489.06
Annual	90,715.56

(3) Recruitment is at:

Biweekly	3,053.80
Annual	79,398.80

(4) Recruitment is at:

Biweekly	2,982.72
Annual	77,550.72

(5) Recruitment is at:

Biweekly	3,305.16
Annual	85,934.16

(6) Recruitment is at:

Biweekly	3,272.55
Annual	85,086.30

(7) Recruitment is at:

Biweekly	3,507.35
Annual	91,191.10

(8) Recruitment is at:

Biweekly	3,371.38
Annual	87,655.88

(9) 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 bi-weekly salary as compensation for such overtime work.

(10) Recruitment is at:

Biweekly	3,033.04
Annual	78,859.04

Pay Range 1HX
Official Rate Biweekly

CITY CHANNEL MANAGER (9)
COUNCIL ADMINISTRATION MANAGER (6)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

COURT OPERATIONS SUPERVISOR (13)
DATA SERVICES MANAGER (13)
DOCUMENT SERVICES MANAGER (5) (16)
DOULA PROGRAM MANAGER (7)
ELECTRICAL SERVICES UTILITY MANAGER (10)
ELECTRONIC TECHNICIAN SUPERVISOR (9)
EMPOWERING FAMILIES OF MILWAUKEE PROGRAM MANAGER (7)
FLEET ACQUISITION AND DISPOSAL MANAGER (3) (11)
FLEET OPERATIONS MANAGER (1) (3) (11)
FLEET REPAIR SUPERVISOR – SENIOR (3) (11)
GREENHOUSE AND NURSERY MANAGER (3)
HEALTH AND SAFETY OFFICER (20)
HEALTH CENTER ADMINISTRATIVE MANAGER (6)
HEALTH CUSTOMER SERVICE MANAGER (6)
IRONWORKER SUPERVISOR (4)
LEAD PENSION SPECIALIST (20)
LIBRARY SERVICES MANAGER (5)
LICENSE DIVISION SUPERVISOR (19)
OPERATIONS SERVICES MANAGER (3) (11)
PAINTER SUPERVISOR (12)
POLICE IDENTIFICATION ADMINISTRATOR
POLICE PAYROLL SUPERVISOR (20)
POLICE RECORDS MANAGER (5)
PROCUREMENT SPECIALIST (20)
PROPERTY MAINTENANCE AND COMPLIANCE MANAGER (2) (11)
PROPERTY MANAGEMENT SUPERVISOR (15) (16) (17)
SAFETY SUPERVISOR (20)
SANITATION AREA MANAGER (1) (3) (11)
SEWER SERVICES DISTRICT MANAGER (2)
STREET REPAIR DISTRICT MANAGER (2) (11)
UNIFIED CALL CENTER MANAGER (8)
URBAN FORESTRY DISTRICT MANAGER (3) (11)
URBAN FORESTRY TECHNICAL SERVICES MANAGER (3) (11)
WATER DISTRIBUTION SCHEDULING MANAGER (2)
WATER METER SERVICES MANAGER (2)
WATER PROJECT MANAGER (14)
WIC PROGRAM MANAGER (7)
WORKER'S COMPENSATION SPECIALIST (20)

Wage Rate:

Hourly	36.14	52.11
Biweekly	**2,890.85**	**4,168.46**
Annual	75,162.10	108,379.96

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

(2) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,407.34
Annual	88,590.84

(3) Recruitment is at:

Biweekly	3,689.70
Annual	95,932.20

(4) Recruitment is at:

Biweekly	3,514.92
Annual	91,387.92

(5) Recruitment is at:

Biweekly	3,383.58
Annual	87,973.08

(6) Recruitment is at:

Biweekly	3,179.90
Annual	82,677.40

(7) Recruitment is at:

Biweekly	3,654.74
Annual	95,023.24

(8) Recruitment is at:

Biweekly	3,418.81
Annual	88,889.06

(9) Recruitment is at:

Biweekly	3,336.10
Annual	86,738.60

(10) Recruitment is at:

Biweekly	3,925.98
Annual	102,075.48

(11) 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.

(12) Recruitment is at:

Biweekly	3,397.81
Annual	88,343.06

(13) Recruitment is at:

Biweekly	3,327.28
Annual	86,509.28

(14) Recruitment is at:

Biweekly	3,179.89
Annual	82,677.14

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(15) Recruitment is at:

Biweekly	3,417.35
Annual	88,851.10

(16) An employee possessing an ICRM Certification to be paid an additional 3%.
(17) An employee possessing an AICP License to be paid an additional 3%.
(18) An employee possessing a Real Estate Salespersons or Broker License to be paid an additional 3%
(19) Recruitment is at:

Biweekly	3,076.00
Annual	79,976.00

(20) Recruitment is at:

Biweekly	3,314.42
Annual	86,174.92

Pay Range 1IX
Official Rate Biweekly

BOZA ADMINISTRATIVE MANAGER (4)
BUILDING MAINTENANCE SUPERVISOR (13)
BUSINESS SYSTEMS ADMINISTRATOR (9)
CARPENTER MANAGER (8) (11)
COMMUNICATIONS SYSTEMS MANAGER (5) (8)
CONSUMER ENVIRONMENTAL HEALTH DIRECTOR (1) (2)
CUSTOMER SERVICES MANAGER (14)
DISTRICT CODE ENFORCEMENT SUPERVISOR (3)
FLEET REPAIR MANAGER (7) (8)
HEALTH DATA AND EVALUATION DIRECTOR (2)
HEALTH STRATEGY DIRECTOR (2)
HOME ENVIRONMENTAL HEALTH DIRECTOR (1) (2)
HOUSING REHABILITATION MANAGER (12)
INFECTIOUS DISEASE PROGRAM DIRECTOR (2)
LEGISLATIVE RESEARCH SUPERVISOR (7)
LIBRARY INFORMATION SERVICES SUPERVISOR (10)
LICENSE DIVISION ASSISTANT MANAGER (7)
PARKING ENFORCEMENT MANAGER (6)
PUBLIC HEALTH EMERGENCY PREPAREDNESS DIRECTOR (2)
PUBLIC HEALTH LABORATORY OPERATIONS MANAGER (7)
SEXUAL AND REPRODUCTIVE HEALTH PROGRAM DIRECTOR (2)
SPECIAL ENFORCEMENT SUPERVISOR (12)
TOW LOT MANAGER (6)
WATER BILLING AND COLLECTIONS MANAGER (14)
WATER CUSTOMER SERVICE MANAGER (14)
WATER QUALITY SUPERVISOR (7)

Wage Rate:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	38.51	55.53
Biweekly	**3,080.70**	**4,442.35**
Annual	80,098.20	115,501.10

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

(2) Recruitment is at:

Biweekly	3,689.70
Annual	95,932.20

(3) Recruitment is at:

Biweekly	3,204.52
Annual	83,317.52

(4) Recruitment is at:

Biweekly	3,687.25
Annual	95,868.50

(5) Recruitment is at:

Biweekly	3,669.72
Annual	95,412.72

(6) Recruitment is at:

Biweekly	3,405.82
Annual	88,551.32

(7) Recruitment is at:

Biweekly	3,779.69
Annual	98,271.94

(8) The incumbents of the 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 is at:

Biweekly	3,669.73
Annual	95,412.98

(10) Recruitment is at:

Biweekly	3,386.72
Annual	88,054.72

(11) Recruitment is at:

Biweekly	3,530.37
Annual	91,789.62

(12) Recruitment is at:

Biweekly	3,660.39
Annual	95,170.14

(13) Recruitment is at:

Biweekly	3,817.03
Annual	99,242.78

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(14) Recruitment is at:

Biweekly	3,645.88
Annual	94,792.88

Pay Range 1JX
Official Rate Biweekly

CHIEF OF STAFF HEALTH (1)
COMMUNITY RELATIONS, ENGAGEMENT AND RECRUITMENT DIRECTOR (11)
COMMUNITY WELLNESS AND SAFETY DEPUTY DIRECTOR (3)
COMPLIANCE AND ENGAGEMENT DEPUTY DIRECTOR (3)
DIRECTOR OF AFRICAN AMERICAN AFFAIRS
ELECTRICAL SERVICES MANAGER (2) (6)
EMERGENCY COMMUNICATIONS MANAGER (5)
FACILITIES SUPERVISOR (3) (9)
LIBRARY PUBLIC SERVICES AREA MANAGER (3)
LIBRARY SECURITY MANAGER (3)
POLICE FACILITIES ASSISTANT MANAGER (3)
POLICE FORENSIC SERVICES MANAGER (3)
PROPERTY CONTROL MANAGER (3)
PUBLIC HEALTH ASSISTANT LABORATORIES DIRECTOR (3)
RESIDENTIAL DIVISION MANAGER (4)
SANITATION BUSINESS OPERATIONS MANAGER (7) (9)
WATER DISTRIBUTION OPERATIONS MANAGER (7)
WATER INFORMATION TECHNOLOGY SUPERVISOR (10)
WATER PLANTS MAINTENANCE SUPERVISOR (8)
WATER QUALITY OPERATIONS MANAGER (3)

Wage Rate:

Hourly	41.04	59.19
Biweekly	**3,283.30**	**4,734.86**
Annual	85,365.80	123,106.36

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

(2) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional $120 per pay period.

(3) Recruitment is at:

Biweekly	4,038.35
Annual	104,997.10

(4) Recruitment is at:

Biweekly	3,683.10
Annual	95,760.60

(5) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,869.65
Annual	100,610.90

(6) Recruitment is at:

Biweekly	4,018.14
Annual	104,471.64

(7) Recruitment is at:

Biweekly	4,073.18
Annual	105,902.68

(8) Recruitment is at:

Biweekly	4,125.51
Annual	107,263.26

(9) 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.

(10) Recruitment is at:

Biweekly	3,733.24
Annual	97,064.24

(11) Recruitment is at:

Biweekly	4,200.81
Annual	109,221.06

Pay Range 1KX
Official Rate Biweekly

ACCOUNTING MANAGER – CITY DEVELOPMENT (16)
ADMINISTRATIVE SERVICES MANAGER – ASSESSOR (16)
ADMINISTRATIVE SERVICES MANAGER – COURT (16)
ARCHITECTURAL PROJECT MANAGER (8)
ASSESSMENT APPEALS DIRECTOR (1) (5)
ASSISTANT ACCOUNTING MANAGER (16)
ASSISTANT CITY PAYROLL MANAGER (16)
ASSISTANT GRANT FISCAL MANAGER (16)
BENEFITS AND WELLNESS SUPERVISOR (16)
BRIDGE MAINTENANCE MANAGER (8)
BUILDING CONSTRUCTION INSPECTION SUPERVISOR (6)
BUSINESS OPERATIONS MANAGER (16)
COMMERCIAL DIVISION MANAGER (5)
COMMERCIAL PROPERTY DISPOSITION MANAGER (10) (13) (14)
COMMUNICATIONS AND COMMUNITY ENGAGEMENT DIRECTOR (11)
COMPENSATION SUPERVISOR (16)
CONSTRUCTION MANAGEMENT ENGINEER (8)
DISABILITY SPECIALIST – LEAD (16)
ELECTRICAL ENGINEER – SENIOR (8)
ELECTRICAL SERVICES MANAGER – SENIOR (3) (7)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ERS BUSINESS OPERATIONS ANALYST (16)
FACILITIES MANAGER (8)
FINANCIAL MANAGER (16) (17)
FIRE FLEET REPAIR MANAGER (8)
FIRE INFORMATION SYSTEMS MANAGER (9)
FIRE PROTECTION ENGINEER SUPERVISOR (6)
FLEET SERVICES MANAGER (8)
HOUSING PROGRAMS MANAGER (10)
HUMAN RESOURCES COMPLIANCE OFFICER (8)
HUMAN RESOURCES SUPERVISOR (16)
LEGISLATIVE REFERENCE BUREAU MANAGER (8)
LICENSE DIVISION MANAGER (8)
LONG RANGE PLANNING MANAGER (2) (8)
MANAGEMENT CIVIL ENGINEER – SENIOR (8)
MANAGEMENT ENGINEER (8)
MECHANICAL ENGINEER IV (8)
MPD SAFETY DIVISION MANAGER (16)
NEIGHBORHOOD BUSINESS DEVELOPMENT ADMINISTRATOR (2) (10) (12)
PARKING SERVICES MANAGER (4)
PROCUREMENT AND COMPLIANCE MANAGER (16)
PROCUREMENT MANAGER (16)
PUBLIC INFORMATION MANAGER (11)
RESIDENTIAL PROPERTY DISPOSITION MANAGER (2) (10) (14) (15)
SAFETY MANAGER (16)
SANITATION SERVICES MANAGER (8)
SEWER SERVICES MANAGER (8)
STREET SERVICES MANAGER (8)
STREETCAR SYSTEM MANAGER (8)
STRUCTURAL DESIGN MANAGER (8)
SURVEY GEOSPATIAL MANAGER (8)
TRAFFIC ENGINEER – SENIOR (8)
TRANSPORTATION ENGINEERING PLANNER (8)
URBAN FORESTRY SERVICES MANAGER (8)
WATER ACCOUNTING MANAGER (16)
WATER BUSINESS OPERATIONS MANAGER (16)
WATER DISTRIBUTION MANAGER (8)
WATER PLANT AND SYSTEMS MANAGER (8)
WATER PLANT MAINTENANCE MANAGER (8)
WORKFORCE PLANNING AND CERTIFICATION SUPERVISOR (16)

Wage Rate:

Hourly	43.75	63.09
Biweekly	**3,500.24**	**5,047.50**
Annual	91,006.24	131,235.00

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(2) An employee possessing an AICP certification to be paid an additional 3%.
(3) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional $120 per pay period.
(4) Recruitment is at:

Biweekly	3,903.66
Annual	101,495.16

(5) Recruitment is at:

Biweekly	4,051.40
Annual	105,336.40

(6) Recruitment is at:

Biweekly	4,304.76
Annual	111,923.76

(7) Recruitment is at:

Biweekly	4,419.94
Annual	114,918.44

(8) Recruitment is at:

Biweekly	4,480.50
Annual	116,493.00

(9) Recruitment is at:

Biweekly	4,106.56
Annual	106,770.56

(10) Recruitment is at:

Biweekly	4,303.81
Annual	111,899.06

(11) Recruitment is at:

Biweekly	4,200.81
Annual	109,221.06

(12) An employee possessing a PCED Certification to be paid an additional 3%.
(13) An employee possessing a State of Wisconsin Real Estate Salesperson or Broker License to be paid an additional 3%.
(14) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.
(15) The employee designated to hold the State of Wisconsin Broker License for the City shall receive an additional $120 per pay period.
(16) Recruitment is at:

Biweekly	4,191.04
Annual	108,967.04

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

Pay Range 1LX
Official Rate Biweekly

ADMINISTRATIVE SERVICES MANAGER (1)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

APPLICATIONS SUPPORT MANAGER (7)
BUDGET MANAGER – CITY DEVELOPMENT (1)
BUDGET MANAGER – POLICE (1)
BUSINESS FINANCE MANAGER (1)
BUSINESS SYSTEMS MANAGER (7)
COURT IT MANAGER (7)
DEPUTY CITY CLERK
ELECTION COMMISSION – DEPUTY DIRECTOR
EMERGENCY COMMUNICATIONS FINANCE MANAGER (1)
FAMILY AND COMMUNITY HEALTH DIRECTOR (9)
FUNCTIONAL APPLICATIONS MANAGER (7)
HUMAN RESOURCES ADMINISTRATION MANAGER (1) (2)
IT SUPPORT SERVICES MANAGER (7)
IT SUPPORT SERVICES SUPERVISOR (6)
LIBRARY INFORMATION SERVICES MANAGER (5)
NETWORK INFRASTRUCTURE MANAGER (7)
PENSION ACCOUNTING MANAGER (1)
PORT FINANCE AND ADMINISTRATION OFFICER (1)
PUBLIC HEALTH CLINIC OPERATIONS DIRECTOR (3)
SYSTEMS SECURITY MANAGER (7)
TAX BILLING AND COLLECTION MANAGER (1)
TELECOMMUNICATIONS SUPERVISOR (4)
WATER EMERGENCY RESPONSE AND SECURITY MANAGER (8)
WATER PLANT AUTOMATION MANAGER (8)
WORKER'S COMPENSATION AND SAFETY MANAGER (1)

Wage Rate:

Hourly	46.63	67.24
Biweekly	**3,730.71**	**5,379.54**
Annual	96,998.46	139,868.04

(1) Recruitment is at:

Biweekly	4,480.50
Annual	116,493.00

(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 is at:

Biweekly	4,052.93
Annual	105,376.18

(4) Recruitment is at:

Biweekly	3,840.66
Annual	99,857.16

(5) Recruitment is at:

Biweekly	3,779.69

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	98,271.94

(6) Recruitment is at:

Biweekly	3,725.40
Annual	96,860.40

(7) Recruitment is at:

Biweekly	4,157.67
Annual	108,099.42

(8) Recruitment is at:

Biweekly	4,125.51
Annual	107,263.26

(9) Recruitment is at:

Biweekly	4,195.73
Annual	109,088.98

Pay Range 1MX
Official Rate Biweekly

ACCOUNTING MANAGER (9)
ASSESSMENT OPERATIONS DIRECTOR (10)
AUDIT MANAGER (9)
BUILDING CODES COURT MANAGER (1)
BUILDING CODES ENFORCEMENT MANAGER (1)
CITY PAYROLL MANAGER (9)
CITY PLANNING DIRECTOR (5) (7)
CIVIL ENGINEER V (5)
COMPENSATION ADMINISTRATION MANAGER (9)
COURT FINANCIAL OPERATIONS MANAGER (9)
DEVELOPMENT PROJECTS ADMINISTRATOR (9) (11)
DIRECTOR OF COMMUNICATIONS AND PUBLIC ENGAGEMENT (10)
ELECTRICAL SERVICES OPERATIONS MANAGER (4) (6)
ENVIRONMENTAL SUSTAINABILITY DIRECTOR
FINANCE AND ADMINISTRATION MANAGER (9)
FIRE AND POLICE COMMISSION AUDIT MANAGER (9)
FIRE AND POLICE COMMISSION STAFFING SERVICES MANAGER (9)
GRANTS FISCAL MANAGER (9)
HEALTH BUDGET AND ADMINISTRATION MANAGER (9)
INNOVATION DIRECTOR
NEIGHBORHOOD IMPROVEMENT PROJECT MANAGER (1)
OUTREACH AND TRAINING MANAGER (1)
PLUMBING INSPECTION SUPERVISOR (2)
POLICE BUDGET AND ADMINISTRATION MANAGER (9)
POLICE FORENSIC SERVICES DIRECTOR (14)
PUBLIC HEALTH LABORATORIES DIRECTOR (14)
REAL ESTATE AND DEVELOPMENT MANAGER (7) (8) (12) (13)
REDEVELOPMENT AND SPECIAL PROJECTS DIRECTOR (3)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

RETIREMENT PLAN MANAGER (9)
REVENUE AND FINANCIAL SERVICES MANAGER (9)
SPECIAL ENFORCEMENT MANAGER (3)
STAFFING ADMINISTRATION MANAGER (9)
WATER FINANCIAL MANAGER (9)
WATER PLANTS OPERATIONS MANAGER (5)
WATER QUALITY MANAGER (14)

Wage Rate:

Hourly	49.70	71.68
Biweekly	**3,976.29**	**5,734.08**
Annual	103,383.54	149,086.08

(1) Recruitment is at:

Biweekly	4,480.50
Annual	116,493.00

(2) Recruitment is at:

Biweekly	4,983.33
Annual	129,566.58

(3) Recruitment is at:

Biweekly	4,758.45
Annual	123,719.70

(4) Recruitment is at:

Biweekly	4,861.95
Annual	126,410.70

(5) Recruitment is at:

Biweekly	4,928.56
Annual	128,142.56

(6) The employee designated to hold the Wisconsin Electrical Contractor License for the City shall receive an additional $120 per pay period.

(7) An employee possessing an AICP certification to be paid an additional 3%.

(8) Recruitment is at:

Biweekly	4,734.15
Annual	123,087.90

(9) Recruitment is at:

Biweekly	4,807.19
Annual	124,986.94

(10) Recruitment is at:

Biweekly	4,620.88
Annual	120,142.88

(11) An employee possessing an EDFP Certification to be paid an additional 3%.

(12) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.

(13) An employee possessing a State of Wisconsin Real Estate Salesperson or Broker License to be paid an additional 3%.

(14) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	4,676.12
Annual	121,579.12

Pay Range 1NX

Official Rate Biweekly

ASSOCIATE DIRECTOR
BUDGET AND FISCAL POLICY OPERATIONS MANAGER (9)
CITY CLERK (10)
COMMUNITY WELLNESS AND SAFETY DIRECTOR
COMPLIANCE AND ENGAGEMENT DIRECTOR
DEPUTY COURT ADMINISTRATOR
ELECTION COMMISSION – EXECUTIVE DIRECTOR
ELECTRICAL INSPECTION SUPERVISOR (8)
EMERGENCY COMMUNICATIONS INFORMATION SYSTEMS AND TECHNOLOGY MANAGER (3)
ENGINEER IN CHARGE (2)
FIRE AND POLICE COMMISSION DEPUTY DIRECTOR (9)
IT PROJECT MANAGER (3)
OPERATIONS MANAGER – DEVELOPMENT CENTER (1)
PUBLIC WORKS COORDINATION MANAGER (2)
REAL ESTATE DIRECTOR (4) (5) (6) (7)
WATER PLANTS MANAGER (2)

Wage Rate:

Hourly	52.98	76.40
Biweekly	**4,238.36**	**6,111.87**
Annual	110,197.36	158,908.62

(1) Recruitment is at:

Biweekly	5,361.40
Annual	139,396.40

(2) Recruitment is at:

Biweekly	5,421.42
Annual	140,956.92

(3) Recruitment is at:

Biweekly	4,480.50
Annual	116,493.00

(4) Recruitment is at:

Biweekly	5,207.58
Annual	135,397.08

(5) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.

(6) An employee possessing an EDFP Certification to be paid an additional 3%.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(7) An employee possessing a State of Wisconsin Real Estate Salesperson or Broker License to be paid an additional 3%.

(8) Recruitment is at:

Biweekly	5,256.27
Annual	136,663.02

(9) Recruitment is at:

Biweekly	4,807.21
Annual	124,987.46

(10) Recruitment is at:

Biweekly	4,453.51
Annual	115,791.26

Pay Range 1OX
Official Rate Biweekly

ACCOUNTING DIRECTOR (5)
ASSOCIATE LIBRARY DIRECTOR (4)
DATABASE ADMINISTRATOR
ERS CHIEF FINANCIAL OFFICER (5)
ERS SYSTEMS MANAGER (3)
FINANCIAL SERVICES DIRECTOR (5)
FIRE INFORMATION TECHNOLOGY MANAGER (3)
INFORMATION CYBERSECURITY MANAGER (3)
INFORMATION SERVICES MANAGER (1)
INVESTMENTS AND FINANCIAL SERVICES DIRECTOR (5)
PERMIT AND DEVELOPMENT CENTER MANAGER (2)
SYSTEMS INTEGRATION MANAGER (1)
WATER INFORMATION TECHNOLOGY MANAGER (3)

Wage Rate:

Hourly	56.47	81.43
Biweekly	**4,517.85**	**6,514.57**
Annual	117,464.10	169,378.82

(1) Recruitment is at:

Biweekly	4,956.92
Annual	128,879.92

(2) Recruitment is at:

Biweekly	5,897.52
Annual	153,335.52

(3) Recruitment is at:

Biweekly	4,807.22
Annual	124,987.72

(4) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	4,580.00
Annual	119,080.00

(5) Recruitment is at:

Biweekly	5,287.88
Annual	137,484.88

Pay Range 1PX
Official Rate Biweekly

ADMINISTRATIVE SERVICES DIRECTOR
CHIEF COURT ADMINISTRATOR
DEPUTY CITY TREASURER
DEPUTY COMMISSIONER OF ASSESSMENTS
DEPUTY COMMISSIONER OF CLINICAL SERVICES
DEPUTY COMMISSIONER OF COMMUNITY HEALTH
DEPUTY COMMISSIONER OF ENVIRONMENTAL HEALTH
DEPUTY COMMISSIONER OF POLICY, INNOVATION AND EQUITY
DEPUTY COMPTROLLER
EMERGENCY COMMUNICATIONS DEPUTY DIRECTOR (2)
EMPLOYEE BENEFITS DIRECTOR
ERS APPLICATIONS DEVELOPMENT MANAGER (3)
EXECUTIVE DIRECTOR – DERFERRED COMPENSATION BOARD (1)
ITMD POLICY AND ADMINISTRATION MANAGER (3)
LABOR NEGOTIATOR
POLICE INFORMATION SYSTEMS DIRECTOR (3)
POLICE RECORDS DIRECTOR

Wage Rate:

Hourly	60.19	86.79
Biweekly	**4,815.42**	**6,943.58**
Annual	125,200.92	180,533.08

(1) Recruitment is at:

Biweekly	5,475.55
Annual	142,364.30

(2) Recruitment is at:

Biweekly	4,928.52
Annual	128,141.52

(3) Recruitment is at:

Biweekly	5,037.27
Annual	130,969.02

Pay Range 1QX
Official Rate Biweekly

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ADMINISTRATION DEPUTY DIRECTOR
BLOCK GRANT DIRECTOR
BUILDING CONSTRUCTION INSPECTION DIVISION MANAGER (1)
CITY PURCHASING DIRECTOR
DEPUTY LIBRARY DIRECTOR
DPW FINANCIAL ADMINISTRATION DIRECTOR
INFRASTRUCTURE ADMINISTRATION MANAGER
OPERATIONS ADMINISTRATION MANAGER
WATER WORKS ADMINISTRATION MANAGER

Wage Rate:

Hourly	63.80	92.00
Biweekly	**5,104.36**	**7,360.20**
Annual	132,713.36	191,365.20

(1) Recruitment is at:

Biweekly	5,781.88
Annual	150,328.88

Pay Range 1RX
Official Rate Biweekly

CHIEF OF STAFF POLICE
DEPUTY COMMISSIONER – CITY DEVELOPMENT
EMERGENCY COMMUNICATIONS DIRECTOR (2)
EMPLOYES' RETIREMENT SYSTEM – CHIEF TECHNOLOGY OFFICER (1)
FIRE AND POLICE COMMISSION EXECUTIVE DIRECTOR
MUNICIPAL PORT DIRECTOR
NEIGHBORHOOD SERVICES OPERATIONS DIRECTOR

Wage Rate:

Hourly	67.63	97.52
Biweekly	**5,410.63**	**7,801.84**
Annual	140,676.38	202,847.84

(1) Recruitment is at:

Biweekly	6,023.10
Annual	156,600.60

(2) Recruitment is at:

Biweekly	5,421.42
Annual	140,956.92

Pay Range 1SX
Official Rate Biweekly

BUDGET AND MANAGEMENT DIRECTOR

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

CHIEF INFORMATION OFFICER
CHIEF OF STAFF
CITY ENGINEER
COMMISSIONER OF ASSESSMENTS
DEPUTY CITY ATTORNEY
DEPUTY COMMISSIONER – BUILDING INSPECTION
EMPLOYEE RELATIONS DIRECTOR
EMPLOYES' RETIREMENT SYSTEM – DEPUTY DIRECTOR (1)
LEGISLATIVE LIAISON DIRECTOR
MILWAUKEE PUBLIC LIBRARY DIRECTOR
OPERATIONS DIVISION DIRECTOR
WATER WORKS SUPERINTENDENT

Wage Rate:

Hourly	71.69	103.37
Biweekly	**5,735.27**	**8,269.92**
Annual	149,117.02	215,017.92

(1) Recruitment is at:

Biweekly	6,023.11
Annual	156,600.86

Pay Range 1TX
Official Rate Biweekly

DEPUTY CHIEF INVESTMENT OFFICER (1) (2)

Wage Rate:

Hourly	75.99	109.58
Biweekly	**6,079.34**	**8,766.12**
Annual	158,062.84	227,919.12

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 1UX
Official Rate Biweekly

ADMINISTRATION DIRECTOR
COMMISSIONER – BUILDING INSPECTION
COMMISSIONER – CITY DEVELOPMENT
COMMISSIONER – HEALTH
COMMISSIONER – PUBLIC WORKS

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	80.55	116.15
Biweekly	**6,444.08**	**9,292.07**
Annual	167,546.08	241,593.82

Pay Range 1WX
Official Rate Biweekly

EMPLOYES' RETIREMENT SYSTEM – EXECUTIVE DIRECTOR (1) (2)

Wage Rate:

Hourly	90.51	130.51
Biweekly	**7,240.62**	**10,440.58**
Annual	188,256.12	271,455.08

(1) Appointment may be at any rate in the pay range with the approval of the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the Annuity and Pension Board.

Pay Range 1XX
Official Rate Biweekly

CHIEF INVESTMENT OFFICER (1) (2)

Wage Rate:

Hourly	95.94	138.34
Biweekly	**7,675.03**	**11,067.03**
Annual	199,550.78	287,742.78

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

SECTION 2: PROFESSIONALS

Pay Range 2AN
Official Rate Biweekly

Wage Rate:

Hourly	17.93	25.85
Biweekly	**1,434.31**	**2,068.10**
Annual	37,292.06	53,770.60

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 2BN
Official Rate Biweekly

OFFICE SUPERVISOR I
PUBLIC HEALTH EDUCATOR I (1)

Wage Rate:

Hourly	19.09	27.53
Biweekly	**1,527.54**	**2,202.53**
Annual	39,716.04	57,265.78

(1) Recruitment is at:

Biweekly	1,870.81
Annual	48,641.06

Pay Range 2CN
Official Rate Biweekly

Wage Rate:

Hourly	20.35	29.92
Biweekly	**1,627.76**	**2,393.82**
Annual	42,321.76	62,239.32

Pay Range 2DN
Official Rate Biweekly

ADMINISTRATIVE SPECIALIST (3)
DISEASE INTERVENTION SPECIALIST 1 (1)
LIBRARY CONNECTED LEARNING SPECIALIST (2)
LIBRARY NOW PROGRAM SPECIALIST (2)
OFFICE SUPERVISOR II (3)
PUBLIC HEALTH EDUCATOR II (2)

Wage Rate:

Hourly	21.68	31.27
Biweekly	**1,734.67**	**2,501.30**
Annual	45,101.42	65,033.80

(1) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,165.36
Annual	56,299.36

(2) Recruitment is at:

Biweekly	2,073.62
Annual	53,914.12

(3) Recruitment is at:

Biweekly	2,116.96
Annual	55,040.96

Pay Range 2EN
Official Rate Biweekly

ACCOUNTING COORDINATOR I (4)
ADMINISTRATIVE SUPPORT SPECIALIST (5)
DATA AND EVALUATION SPECIALIST (2)
DISEASE INTERVENTION SPECIALIST 2 (3)
ELECTION SERVICES COORDINATOR (6)
LEGISLATIVE ASSISTANT (7)
LIBRARIAN ASSOCIATE (1)
LIBRARY REFERENCE ASSISTANT (1)
MUNICIPAL RESEARCH LIBRARY SERVICES ASSISTANT (1)

Wage Rate:

Hourly	23.11	33.33
Biweekly	**1,849.19**	**2,666.46**
Annual	48,078.94	69,327.96

(1) Recruitment is at:

Biweekly	2,220.39
Annual	57,730.14

(2) Recruitment is at:

Biweekly	2,165.02
Annual	56,290.52

(3) Recruitment is at:

Biweekly	2,273.62
Annual	59,114.12

(4) Recruitment is at:

Biweekly	2,247.62
Annual	58,438.12

(5) Recruitment is at:

Biweekly	2,246.77
Annual	58,416.02

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(6) Recruitment is at:

Biweekly	2,345.12
Annual	60,973.12

(7) Recruitment is at:

Biweekly	2,152.54
Annual	55,966.04

Pay Range 2EX
Official Rate Biweekly

MANAGEMENT TRAINEE (1) (2) (3)

Wage Rate:

Hourly	28.20	33.33
Biweekly	**2,256.00**	**2,666.46**
Annual	58,656.00	69,327.96

(1) Incumbents are limited to the minimum recruitment rate.
(2) Recruitment is at:

Biweekly	2,308.53
Annual	60,021.78

(3) Zoe Kinstler, assigned to the Mayor's Office, is authorized to be paid the wage at $2,377.79 bi-weekly, $61,822.54 annually.

Pay Range 2FN
Official Rate Biweekly

ACCOUNTING COORDINATOR II (7)
BUSINESS SERVICES SPECIALIST (8)
DISEASE INTERVENTION SPECIALIST 3 (2)
DOULA 1 (4)
EXECUTIVE ADMINISTRATIVE SPECIALIST (11)
FATHERHOOD INVOLVEMENT SPECIALIST 1 (4) (5)
GRAPHIC DESIGNER I (10)
HEALTH INVENTORY CONTROL SPECIALIST (9)
LIBRARY TECHNOLOGY TRAINING COORDINATOR (1)
PARALEGAL (2)
PUBLIC HEALTH SOCIAL WORKER 1 (6)
WATER TREATMENT PLANT OPERATOR TRAINEE (3)

Wage Rate:

Hourly	24.64	35.53
Biweekly	**1,971.16**	**2,842.56**
Annual	51,250.16	73,906.56

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(1) Recruitment is at:

Biweekly	2,375.81
Annual	61,771.06

(2) Recruitment is at:

Biweekly	2,387.29
Annual	62,069.54

(3) Recruitment is at:

Biweekly	2,361.90
Annual	61,409.40

(4) Recruitment is at:

Biweekly	2,469.23
Annual	64,199.98

(5) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(6) Recruitment is at:

Biweekly	2,493.90
Annual	64,841.40

(7) Recruitment is at:

Biweekly	2,404.96
Annual	62,528.96

(8) Recruitment is at:

Biweekly	2,456.15
Annual	63,859.90

(9) Recruitment is at:

Biweekly	2,367.08
Annual	61,544.08

(10) Recruitment is at:

Biweekly	2,453.08
Annual	63,780.08

(11) Recruitment is at:

Biweekly	2,116.96
Annual	55,040.96

Pay Range 2FX
Official Rate Biweekly

EARLY VOTING COORDINATOR (1)
VOTER ENGAGEMENT COORDINATOR (1)
YOUTH DEVELOPMENT COORDINATOR (2)

Wage Rate:

Hourly	28.20	35.53
Biweekly	**2,256.00**	**2,842.56**

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	58,656.00	73,906.56

(1) Recruitment is at:

Biweekly	2,550.14
Annual	66,303.64

(2) Recruitment is at:

Biweekly	2,407.38
Annual	62,591.88

Pay Range 2GN
Official Rate Biweekly

ABSENTEE SERVICES COORDINATOR (9)
ACCOUNTING SERVICES SUPERVISOR (11)
CITY HALL OPERATOR (3)
COMMUNITY OUTREACH SPECIALIST (10)
DISEASE INTERVENTION SPECIALIST COORDINATOR (2)
DOCUMENT SERVICES SUPERVISOR (11) (14)
DOULA 2 (5)
ELECTION ADMINISTRATIVE SERVICES COORDINATOR (9)
ELECTION SERVICES FIELD COORDINATOR (9)
FATHERHOOD INVOLVEMENT SPECIALIST 2 (5) (6)
GRAPHIC DESIGNER II (13)
HEALTHCARE ACCESS PROGRAM COORDINATOR (10)
LIBRARIAN I (1)
LIBRARY CIRCULATION SERVICES SUPERVISOR (11)
LIBRARY SERVICES SUPERVISOR (11) (12)
LIBRARY TECHNICAL SERVICES SUPERVISOR (11)
PARKING ADMINISTRATIVE SERVICES COORDINATOR (9)
PUBLIC HEALTH NURSE 1 (7) (8) (15)
PUBLIC HEALTH SOCIAL WORKER 2 (4)
PUBLIC WORKS DISPATCHER – LEAD (3)
RECORDS SERVICES SUPERVISOR (3)
UNIFIED CALL CENTER REPRESENTATIVE – LEAD (3)
VICTIM WITNESS SPECIALIST (4)

Wage Rate:

Hourly	26.26	37.87
Biweekly	**2,100.73**	**3,029.53**
Annual	54,618.98	78,767.78

(1) Recruitment is at:

Biweekly	2,442.43
Annual	63,503.18

(2) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,554.41
Annual	66,414.66

(3) Recruitment is at:

Biweekly	2,550.14
Annual	66,303.64

(4) Recruitment is at:

Biweekly	2,668.47
Annual	69,380.22

(5) Recruitment is at:

Biweekly	2,643.10
Annual	68,720.60

(6) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(7) Recruitment is at:

Biweekly	2,621.01
Annual	68,146.26

(8) An employee will receive a special attainment rate of $30 biweekly for a related 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:

Biweekly	2,471.69
Annual	64,263.94

(10) Recruitment is at:

Biweekly	2,504.31
Annual	65,112.06

(11) Recruitment is at:

Biweekly	2,576.62
Annual	66,992.12

(12) Additional one-time $400 incentive for completing reference coursework.

(13) Recruitment is at:

Biweekly	2,624.81
Annual	68,245.06

(14) An employee possessing an ICRM Certification to be paid an additional 3%.

(15) An employee assigned to work in the Sexual and Reproductive Health Section shall be paid an additional 7%.

Pay Range 2GX
Official Rate Biweekly

ADMINISTRATIVE SPECIALIST – SENIOR (3)
COMMUNITY OUTREACH LIAISON (2)
COMMUNITY PROGRAM COORDINATOR
COMMUNITY VIOLENCE PREVENTION PROGRAM COORDINATOR

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

EQUAL RIGHTS SPECIALIST (3)
FAMILY VIOLENCE PREVENTION PROGRAM COORDINATOR
FINANCIAL SPECIALIST (1)
GIS DEVELOPER
INVENTORY SUPPLY SPECIALIST (2)
LEGAL ADMINISTRATIVE SPECIALIST – SENIOR (3)
PROGRAM MANAGER
PUBLIC HEALTH COMPLIANCE ANALYST
RECAST PROGRAM COORDINATOR
TECHNICAL COMMUNICATIONS SPECIALIST (3)

Wage Rate:

Hourly	28.20	37.87
Biweekly	**2,256.00**	**3,029.53**
Annual	58,656.00	78,767.78

(1) Recruitment is at:

Biweekly	2,628.15
Annual	68,331.90

(2) Recruitment is at:

Biweekly	2,550.14
Annual	66,303.64

(3) Recruitment is at:

Biweekly	2,576.62
Annual	66,992.12

Pay Range 2HN
Official Rate Biweekly

COMMUNITY HEALTH DIETITIAN 1 (8)
CRIME ANALYST I (14)
CRIME SCENE INVESTIGATOR I (4)
DOULA 3 (6)
EMERGENCY RESPONSE PLANNING COORDINATOR (10)
FATHERHOOD INVOLVEMENT SPECIALIST 3 (6) (7)
FORENSIC BALLISTICS SPECIALIST (2)
FORENSIC PRINT EXAMINER I (4)
GIS ANALYST (1)
GRAPHIC DESIGNER – LEAD (15)
HOME ENVIRONMENTAL HEALTH COORDINATOR (9)
IT SUPPORT SPECIALIST (3)
LIBRARIAN II (14)
LIBRARY EDUCATION OUTREACH COORDINATOR (10)
PUBLIC HEALTH NURSE 2 (8) (13) (16)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

PUBLIC HEALTH SOCIAL WORKER 3 (5)
RESIDENTIAL PROPERTY APPRAISER 1 (11)
WATER TREATMENT PLANT OPERATOR 1 (12)

Wage Rate:

Hourly	27.99	40.36
Biweekly	**2,239.34**	**3,228.94**
Annual	58,222.84	83,952.44

(1) Recruitment is at:

Biweekly	2,567.81
Annual	66,763.06

(2) Recruitment is at:

Biweekly	2,567.85
Annual	66,764.10

(3) Recruitment is at:

Biweekly	2,482.40
Annual	64,542.40

(4) Recruitment is at:

Biweekly	2,351.29
Annual	61,133.54

(5) Recruitment is at:

Biweekly	2,855.26
Annual	74,236.76

(6) Recruitment is at:

Biweekly	2,826.97
Annual	73,501.22

(7) An employee possessing a Social Worker Certification will be paid an additional 1% and is subject to the max of the pay range.

(8) Recruitment is at:

Biweekly	2,804.49
Annual	72,916.74

(9) Recruitment is at:

Biweekly	2,590.60
Annual	67,355.60

(10) Recruitment is at:

Biweekly	2,698.64
Annual	70,164.64

(11) Recruitment is at:

Biweekly	2,387.27
Annual	62,069.02

(12) Recruitment is at:

Biweekly	2,779.62
Annual	72,270.12

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(13) An employee will receive a special attainment rate of $30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(14) Recruitment is at:

Biweekly	2,613.43
Annual	67,949.18

(15) Recruitment is at:

Biweekly	2,808.54
Annual	73,022.04

(16) (An employee assigned to work in the Sexual and Reproductive Health Section shall be paid an additional 7%.

Pay Range 2HX
Official Rate Biweekly

COMPLIANCE AND ENGAGEMENT COORDINATOR (1)
GRANT COMPLIANCE COORDINATOR
MKE PARKS PROGRAM COORDINATOR

Wage Rate:

Hourly	28.20	40.36
Biweekly	**2,256.00**	**3,228.94**
Annual	58,656.00	83,952.44

(1) Recruitment is at:

Biweekly	2,350.39
Annual	61,110.14

Pay Range 2IN
Official Rate Biweekly

BENEFIT SERVICES COORDINATOR (8)
CONSUMER ENVIRONMENTAL HEALTH COORDINATOR (6)
CRIME ANALYST II (2)
CRIME SCENE INVESTIGATOR II (3)
ENVIRONMENTAL & DISEASE CONTROL SPECIALIST (5)
FIMR CASE ABSTRACTOR (4)
FIMR COORDINATOR (4)
FORENSIC PRINT EXAMINER II (3)
INTELLIGENCE ANALYST (3)
LIBRARIAN III (2)
PUBLIC HEALTH AND CYBER SECURITY ANALYST (3)
PUBLIC HEALTH NURSE 3 (1) (4) (9)
RESIDENTIAL PROPERTY APPRAISER 2 (7)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

REVENUE COLLECTION SPECIALIST (8)
TEST ADMINISTRATION COORDINATOR (8)

Wage Rate:

Hourly	29.83	43.01
Biweekly	**2,386.18**	**3,440.76**
Annual	62,040.68	89,459.76

(1) An employee will receive a special attainment rate of $30 biweekly for a related nursing certification as designated by the Commissioner of Public Health. Certifications must be maintained to continue to receive the additional rate.

(2) Recruitment is at:

Biweekly	2,796.35
Annual	72,705.10

(3) Recruitment is at:

Biweekly	2,505.48
Annual	65,142.48

(4) Recruitment is at:

Biweekly	3,000.80
Annual	78,020.80

(5) Recruitment is at:

Biweekly	2,698.64
Annual	70,164.64

(6) Recruitment is at:

Biweekly	2,802.73
Annual	72,870.98

(7) Recruitment is at:

Biweekly	2,554.40
Annual	66,414.40

(8) Recruitment is at:

Biweekly	2,718.15
Annual	70,671.90

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(9) An employee assigned to work in the Sexual and Reproductive Health Section shall be paid an additional 7%

Pay Range 2IX
Official Rate Biweekly

ACCOUNTANT I (1)
COMMUNITY OUTREACH PROJECT LIAISON (1)
EMERGENCY COMMUNICATIONS BUSINESS INTELLIGENCE ANALYST (1)
HEALTH REVENUE CYCLE SPECIALIST
LIBRARY CONSTRUCTION PROJECT MANAGER (2)
PARALEGAL – LEAD (1)
PARKING CITATION REVIEW MANAGER (1)
PUBLIC HEALTH PLANNER
PUBLIC HEALTH STRATEGIST (3)
WORKFORCE GRANT SPECIALIST (1)

Wage Rate:

Hourly	29.83	43.01
Biweekly	**2,386.18**	**3,440.76**
Annual	62,040.68	89,459.76

(1) Recruitment is at:

Biweekly	2,624.78
Annual	68,244.28

(2) Recruitment is at:

Biweekly	2,604.45
Annual	67,715.70

(3) Recruitment is at:

Biweekly	2,533.05
Annual	65,859.30

Pay Range 2JN
Official Rate Biweekly

ARCHITECTURAL DESIGNER I (1) (7)
CHEMIST (15)
CITY PAYROLL SPECIALIST (16)
CIVIL ENGINEER I (1) (8)
COMMUNITY HEALTH DIETITIAN 2 (9)
CRIME ANALYST III (2)
DOCKETING COORDINATOR (12)
ELECTRICAL ENGINEER I (6) (8)
HEALTH PAYROLL SPECIALIST (16)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

HOUSING PROGRAMS SPECIALIST (16)
IT SUPPORT SPECIALIST – SENIOR (10)
MECHANICAL ENGINEER I (1) (8)
MICROBIOLOGIST (15)
PROPERTY MANAGER (11) (13) (14)
REAL ESTATE SALES ASSOCIATE (11)
RESIDENTIAL PROPERTY APPRAISER 3 (3)
TIME TRACKING SPECIALIST (16)
WATER CHEMIST (15)
WATER MICROBIOLOGIST (15)
WATER PAYROLL SPECIALIST (16)
WATER TREATMENT PLANT OPERATOR 2 (4) (5)

Wage Rate:

Hourly	31.80	45.86
Biweekly	**2,544.38**	**3,668.85**
Annual	66,153.88	95,390.10

(1) Recruitment is at:

Biweekly	2,847.21
Annual	74,027.46

(2) Recruitment is at:

Biweekly	2,965.46
Annual	77,101.96

(3) Recruitment is at:

Biweekly	2,733.17
Annual	71,062.42

(4) Recruitment is at:

Biweekly	3,262.55
Annual	84,826.30

(5) Employees assigned as 'Operator in Charge' to be paid an additional 7% of their base rate while performing that function.

(6) Recruitment is at:

Biweekly	3,302.95
Annual	85,876.70

(7) An employee possessing a Registered Architect License to be paid an additional 3%.

(8) An employee possessing a Professional Engineer License to be paid an additional 3%.

(9) Recruitment is at:

Biweekly	3,000.81
Annual	78,021.06

(10) Recruitment is at:

Biweekly	2,908.61
Annual	75,623.86

(11) Recruitment is at:

Biweekly	3,106.69

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	80,773.94

(12) Recruitment is at:

Biweekly	2,931.63
Annual	76,222.38

(13) An employee possessing an AICP Certification to be paid an additional 3%.

(14) An employee possessing a Real Estate Salespersons or Broker License to be paid an additional 3%.

(15) Recruitment is at:

Biweekly	3,021.08
Annual	78,548.08

(16) Recruitment is at:

Biweekly	2,798.78
Annual	72,768.28

Pay Range 2JX
Official Rate Biweekly

ACCOUNTANT II (3)
APPLICATIONS SUPPORT ANALYST (4)
ASSOCIATE AUDITOR (3)
BUDGET AND FISCAL POLICY ANALYST I (3)
BUSINESS ANALYST (3)
BUSINESS FINANCE OFFICER (3)
BUSINESS SYSTEMS ANALYST (5)
COMMUNITY ENGAGEMENT AND ACHIEVEMENT COLLABORATIVE MANAGER (3)
COMPLIANCE PROGRAMS COORDINATOR (3)
COMPTROLLER NETWORK ADMINISTRATOR (4)
COURT SOCIAL WORKER COORDINATOR (10)
DATABASE ASSOCIATE (6)
EMERGENCY COMMUNICATIONS HUMAN RESOURCES ANALYST – SENIOR (3)
ENVIRONMENTAL SUSTAINABILITY PROGRAM COORDINATOR (8)
EVENTS AND OUTREACH COORDINATOR (7)
FINANCE SPECIALIST (3)
FUNCTIONAL APPLICATIONS ANALYST (4)
GIS ANALYST – SENIOR (2)
GIS DEVELOPER – SENIOR (2)
HEALTH AND SAFETY SPECIALIST (3)
HUMAN RESOURCES ANALYST (3)
INVESTIGATOR / ADJUSTER (3)
INVESTMENTS AND FISCAL SERVICES SPECIALIST (3)
IT PROJECT COORDINATOR (6)
IT SECURITY AND AUDIT COMPLIANCE ANALYST (6)
MANAGEMENT SERVICES ANALYST (3)
MARKETING AND COMMUNICATIONS COORDINATOR (7)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

NETWORK COORDINATOR – SENIOR (6)
PENSION SPECIALIST (3)
PERMITS AND COMMUNICATIONS SPECIALIST (7)
PUBLIC SAFETY GEOGRAPHIC INFORMATION ANALYST (9)
PURCHASING AGENT (3)
RESEARCH AND POLICY ANALYST (3)
SAFETY SPECIALIST (1) (3)
SANITATION PROJECT ANALYST (1) (3)
SENSITIVE CRIMES PROJECT COORDINATOR (3)
TEST ADMINISTRATION SPECIALIST (3)
WATER CLAIMS SPECIALIST (3)
WORKFORCE OUTREACH SPECIALIST (3)

Wage Rate:

Hourly	31.80	45.86
Biweekly	**2,544.38**	**3,668.85**
Annual	66,153.88	95,390.10

(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	2,982.71
Annual	77,550.46

(3) Recruitment is at:

Biweekly	2,798.78
Annual	72,768.28

(4) Recruitment is at:

Biweekly	2,931.63
Annual	76,222.38

(5) Recruitment is at:

Biweekly	2,865.46
Annual	74,501.96

(6) Recruitment is at:

Biweekly	2,798.76
Annual	72,767.76

(7) Recruitment is at:

Biweekly	2,912.38
Annual	75,721.88

(8) Recruitment is at:

Biweekly	3,106.69
Annual	80,773.94

(9) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,743.88
Annual	71,340.88

(10) Recruitment is at:

Biweekly	3,237.54
Annual	84,176.04

Pay Range 2KN
Official Rate Biweekly

ARCHITECTURAL DESIGNER II (5) (8)
CHEMIST – SENIOR (16)
CIVIL ENGINEER II (5) (9)
COMMERCIAL PROPERTY APPRAISER 1 (2)
DOULA PROGRAM COORDINATOR (1)
ELECTRICAL ENGINEER II (6) (9)
EMERGENCY COMMUNICATIONS LEAD (15)
ENGINEERING TECHNICIAN VI (7)
HRIS AUDITOR (17)
LABORATORY INFORMATION SYSTEMS SPECIALIST (10)
LABORATORY QUALITY ASSURANCE SPECIALIST (16)
MECHANICAL ENGINEER II (5) (9)
MICROBIOLOGIST – SENIOR (16)
POSITION CONTROL SPECIALIST (17)
PUBLIC HEALTH NURSE – LEADER (1) (4)
REAL ESTATE SALES SPECIALIST (11) (12) (13) (14)
WATER CHEMIST – SENIOR (16)
WATER CHEMIST PROJECT LEADER (16)
WATER MICROBIOLOGIST – SENIOR (16)
WATER TREATMENT PLANT OPERATOR 3 (3)
WATER QUALITY ANALYST (16)
WATER QUALITY ASSURANCE SPECIALIST (16)

Wage Rate:

Hourly	33.89	48.88
Biweekly	**2,711.59**	**3,910.18**
Annual	70,501.34	101,664.68

(1) Recruitment is at:

Biweekly	3,210.84
Annual	83,481.84

(2) Recruitment is at:

Biweekly	2,924.49
Annual	76,036.74

(3) Recruitment is at:

Biweekly	3,444.31

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	89,552.06

(4) An employee will receive a special attainment rate of $30 biweekly for a related 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	3,046.51
Annual	79,209.26

(6) Recruitment is at:

Biweekly	3,534.18
Annual	91,888.68

(7) Recruitment is at:

Biweekly	3,079.34
Annual	80,062.84

(8) An employee possessing a Registered Architect License to be paid an additional 3%.

(9) An employee possessing a Professional Engineer License to be paid an additional 3%.

(10) Recruitment is at:

Biweekly	3,686.04
Annual	95,837.04

(11) Recruitment is at:

Biweekly	3,324.15
Annual	86,427.90

(12) An employee possessing an AICP Certification to be paid an additional 3%.

(13) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.

(14) An employee possessing a State of Wisconsin Real Estate Broker License to be paid an additional 3%.

(15) Recruitment is at:

Biweekly	3,027.06
Annual	78,703.56

(16) Recruitment is at:

Biweekly	3,353.42
Annual	87,188.92

(17) Recruitment is at:

Biweekly	3,033.04
Annual	78,859.04

Pay Range 2KX
Official Rate Biweekly

ACCOUNTANT III (8)
ACCOUNTING SPECIALIST (8)
ASSISTANT CITY ATTORNEY I (2) (3)
ASSOCIATE PLANNER (1) (5)
ASSOCIATE TRANSPORTATION PLANNER (1) (5)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

AUDITOR (8)
BENEFIT SYSTEMS ANALYST (8)
BUDGET AND FISCAL POLICY ANALYST II (8)
BUSINESS ANALYST – SENIOR (8)
BUSINESS INCLUSION PROGRAM COORDINATOR (8)
BUSINESS OUTREACH SPECIALIST (3)
COMMUNITY ANALYTICS ANALYST (3)
COMMUNITY OUTREACH COORDINATOR (3)
COMPENSATION ANALYTICS SPECIALIST (8)
CONTRACT COMPLIANCE OFFICER (8)
DATA AND EVALUATION COORDINATOR (3)
DATABASE ANALYST (6)
DEFERRED COMPENSATION PLAN COORDINATOR (8)
DISABILITY SPECIALIST (8)
DIVERSITY RECRUITER (8)
EMERGENCY COMMUNICATIONS RECORDS ANALYST – SENIOR (8)
EMERGENCY COMMUNICATIONS OPERATIONS ANALYST – SENIOR (8)
EPIDEMIOLOGIST (7)
FINANCIAL ANALYST (8)
FIRE AND POLICE COMMISSION AUDITOR (8)
GRANT MONITOR (8) (10)
HEALTH AND SAFETY SPECIALIST (8)
HUMAN RESOURCES ANALYST – SENIOR (8)
INVESTMENTS AND FINANCIAL SERVICES COORDINATOR (8)
LEGISLATIVE AND FISCAL SERVICES SPECIALIST (3)
LIBRARY BUSINESS ANALYST (8)
MANAGEMENT ACCOUNTANT – SENIOR (8)
MANAGEMENT AND ACCOUNTING OFFICER (8)
NETWORK ADMINISTRATOR (3)
PENSION ACCOUNTING SPECIALIST (8)
PENSION SPECIALIST – SENIOR (8)
PURCHASING AGENT – SENIOR (8)
RECRUITER (8)
RESEARCH AND POLICY COORDINATOR (3)
SAFETY SPECIALIST – SENIOR (8) (9) (11)
STAFF ASSISTANT – POLICE (3)
STAFF ASSISTANT (3)
STAFF ASSISTANT TO THE MAYOR (3)
TECHNICAL WRITER (3)
TRADE DEVELOPMENT REPRESENTATIVE (4)
TRAINING AND DEVELOPMENT COORDINATOR (3)
TRANSPORTATION ACCOUNTANT (3)
WORKFORCE DEVELOPMENT COORDINATOR (3)
WORKER'S COMPENSATION ANALYST (8)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	33.89	48.88
Biweekly	**2,711.59**	**3,910.18**
Annual	70,501.34	101,664.68

(1) Recruitment is at:

Biweekly	3,046.51
Annual	79,209.26

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	2,982.72
Annual	77,550.72

(4) Recruitment is at:

Biweekly	3,245.88
Annual	84,392.88

(5) An employee possessing an AICP certification to be paid an additional 3%

(6) Recruitment is at:

Biweekly	3,174.12
Annual	82,527.12

(7) Recruitment is at:

Biweekly	3,102.42
Annual	80,663.70

(8) Recruitment is at:

Biweekly	3,033.04
Annual	78,859.04

(9) 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.

(10) Matthew Balistrieri is authorized to be paid at the following rates ($4,673.24/biweekly wage rate, $121,504.24/annual wage rate) while performing the functions of ARPA Director. This footnote shall terminate upon expiration of ARPA funding.

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

Pay Range 2LN

Official Rate Biweekly

BIOINFORMATICIAN (8)
COMMERCIAL PROPERTY APPRAISER 2 (1)
CRIME AND INTELLIGENCE MANAGER (9)
CRIME SCENE SUPERVISOR (9)
FACILITIES CONSTRUCTION PROJECT COORDINATOR (3) (4)
FACILITIES MAINTENANCE COORDINATOR (3) (4)
FORENSIC PRINT EXAMINER SUPERVISOR (9)
IT SUPPORT SPECIALIST – LEAD (6)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

MEDIA PRODUCER (10)
PROGRAMMER ANALYST (5)
WATER PLANT AUTOMATION CONTROLS ENGINEER (7)
WATER TREATMENT PLANT OPERATOR 4 (2)

Wage Rate:

Hourly	36.14	52.11
Biweekly	**2,890.85**	**4,168.46**
Annual	75,162.10	108,379.96

(1) Recruitment is at:

Biweekly	3,129.21
Annual	81,359.46

(2) Recruitment is at:

Biweekly	3,575.73
Annual	92,968.98

(3) Recruitment is at:

Biweekly	3,671.21
Annual	95,451.46

(4) An employee possessing a Professional Engineer License to be paid an additional 3%.

(5) Recruitment is at:

Biweekly	3,398.83
Annual	88,396.58

(6) Recruitment is at:

Biweekly	3,386.72
Annual	88,054.72

(7) Recruitment is at:

Biweekly	3,336.10
Annual	86,738.60

(8) Recruitment is at:

Biweekly	3,789.08
Annual	98,516.08

(9) Recruitment is at:

Biweekly	3,462.78
Annual	90,032.28

(10) Recruitment is at:

Biweekly	3,177.23
Annual	82,607.98

Pay Range 2LX
Official Rate Biweekly

ACCOUNTING AND GRANT SPECIALIST (19)
ACCOUNTING SUPERVISOR (19)
ADA COORDINATOR (2)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ASSISTANT CITY ATTORNEY II (3) (4)
BUDGET AND FISCAL POLICY ANALYST III (19)
BUSINESS OPERATIONS SPECIALIST – SENIOR (19)
BUSINESS SYSTEMS COORDINATOR (9) (13)
CITY PAYROLL SPECIALIST – LEAD (19)
DCD ACCOUNTANT – LEAD (19)
DEVELOPMENT PROJECTS COORDINATOR (1)
DIRECTOR OF COMMUNITY RELATIONS AND PARTNERSHIPS (14)
DISABILITY SPECIALIST – SENIOR (19)
ENVIRONMENTAL PROJECT COORDINATOR (11)
EPIDEMIOLOGIST – SENIOR (6)
FIRE AND POLICE COMMISSION INVESTIGATOR (19)
FIRE AND POLICE COMMISSION SENIOR AUDITOR (19)
FIRE COMPLIANCE OFFICER (19)
FIRE SYSTEMS ANALYST – SENIOR (8)
FUNCTIONAL APPLICATIONS ANALYST – SENIOR (10)
GRANT BUDGET SPECIALIST (19)
GRANT COMPLIANCE MANAGER (19)
HUMAN RESOURCES REPRESENTATIVE (19)
INFORMATION SYSTEMS PROJECT COORDINATOR (6)
INNOVATION POLICY ANALYST (2)
LEAVE ADMINISTRATION COORDINATOR (19)
LEGISLATIVE AND FISCAL SERVICES SPECIALIST – LEAD (2)
MARKETING AND COMMUNICATIONS OFFICER (14)
MAYOR'S LIAISON OFFICER (14)
NEIGHBORHOOD BUSINESS DEVELOPMENT SPECIALIST (11) (12) (15)
OPERATIONS POLICY AND GRANT MANAGER (11)
PENSION SERVICES ADMINSTRATOR (19)
PERFORMANCE AND TRAINING PHYSICAL THERAPIST (18)
POLICY AND ADMINISTRATION COORDINATOR (2)
PUBLIC HEALTH STRATEGIST-SENIOR (6)
REAL ESTATE DEVELOPMENT SPECIALIST (11) (12) (16) (17)
REAL ESTATE MODELER (7)
RESOURCE RECOVERY PROGRAM MANAGER (11) (13)
SENIOR ACCOUNTANT (19)
SENIOR AUDITOR (19)
SENIOR AUDITOR – GRANT ACCOUNTING (19)
SENIOR FINANCIAL ANALYST (19)
TELECOMMUNICATIONS ANALYST – SENIOR (5)
TELECOMMUNICATIONS ENGINEER (5)
TIME TRACKING LEAD (20)

Wage Rate:

Hourly	36.14	52.11
Biweekly	**2,890.85**	**4,168.46**
Annual	75,162.10	108,379.96

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

(2) Recruitment is at:

Biweekly	3,179.90
Annual	82,677.40

(3) Recruitment is at:

Biweekly	3,280.98
Annual	85,305.48

(4) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(5) Recruitment is at:

Biweekly	3,491.10
Annual	90,768.60

(6) Recruitment is at:

Biweekly	3,412.69
Annual	88,729.94

(7) Recruitment is at:

Biweekly	3,398.83
Annual	88,369.58

(8) Recruitment is at:

Biweekly	3,393.86
Annual	88,240.36

(9) Recruitment is at:

Biweekly	3,327.28
Annual	86,509.28

(10) Recruitment is at:

Biweekly	3,224.81
Annual	83,845.06

(11) Recruitment is at:

Biweekly	3,556.85
Annual	92,478.10

(12) An employee possessing an AICP certification to be paid an additional 3%.

(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	3,472.73
Annual	90,290.98

(15) An employee possessing a PCED Certification to be paid an additional 3%.

(16) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.

(17) An employee possessing a State of Wisconsin Real Estate Salesperson or Broker License to be paid an additional 3%.

(18) Recruitment is at:

Biweekly	3,470.38
Annual	90,230.00

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(19) Recruitment is at:

Biweekly	3,314.42
Annual	86,174.92

(20) Recruitment is at:

Biweekly	3,012.50
Annual	78,325.00

Pay Range 2MN
Official Rate Biweekly

ARCHITECT III (2) (4)
CIVIL ENGINEER III (2) (6)
ELECTRICAL ENGINEER III (3) (6)
EMERGENCY COMMUNICATIONS SUPERVISOR (7) (10)
EMERGENCY COMMUNICATIONS SYSTEMS ADMINISTRATOR (8) (9)
LANDSCAPE ARCHITECH (2) (4)
MECHANICAL ENGINEER III (2) (6)
SENIOR TRANSPORTATION ANALYST PLANNER (2)
SENIOR TRANSPORTATION PLANNER (2) (5)
TRANSPORTATION MOBILITY COORDINATOR (2) (5)
WATER TREATMENT PLANT LEAD OPERATOR (1)

Wage Rate:

Hourly	38.51	55.53
Biweekly	**3,080.70**	**4,442.35**
Annual	80,098.20	115,501.10

(1) Recruitment is at:

Biweekly	3,933.31
Annual	102,266.06

(2) Recruitment is at:

Biweekly	3,644.54
Annual	94,758.04

(3) Recruitment is at:

Biweekly	3,821.75
Annual	99,365.50

(4) An employee possessing a Registered Architect License to be paid an additional 3%.
(5) An employee possessing an AICP certification to be paid an additional 3%.
(6) An employee possessing a Professional Engineer License to be paid an additional 3%.
(7) Recruitment is at:

Biweekly	3,517.87
Annual	91,464.62

(8) Recruitment is at:

Biweekly	3,669.73

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	95,412.98	

(9) Employees involved with the CAD/Mobile Implementation Project shall receive an incentive 2%.

(10) Additional 5% biweekly when one Emergency Communications Supervisor is assigned as Shift Lead on each shift.

Pay Range 2MX

Official Rate Biweekly

BIOTHREAT COORDINATOR (10)
BRAND AND CREATIVE SERVICES OFFICER (15)
BUDGET AND FISCAL POLICY ANALYST IV (19)
COMMERCIAL PROPERTY APPRAISER 3 (6)
COMPENSATION ANALYTICS SPECIALIST – LEAD (19)
COURT APPLICATIONS AND SOFTWARE DEVELOPER (10)
DATABASE ANALYST – SENIOR (4)
EARLY CHILDHOOD PROGRAM DIRECTOR (4)
ECONOMIC DEVELOPMENT SPECIALIST (13) (14)
EMPLOYEE ASSISTANCE AND RESOURCE COORDINATOR (19)
ENVIRONMENTAL PROJECT COORDINATOR – SENIOR (8) (13) (14) (16) (17)
ENVIRONMENTAL SUSTAINABILITY PROGRAM MANAGER (18)
ERS SERVER ADMINISTRATOR (11)
FIRE AND POLICE COMMISSION COMPLIANCE AUDITOR (19)
FIRE AND POLICE COMMISSION RISK MONITOR (1)
FMIS PROJECT MANAGER (3)
GOVERNMENT RELATIONS MANAGER (18)
HRIS AUDITOR – LEAD (19)
MARKETING AND COMMUNICATIONS OFFICER – LEAD (15)
POLICY AND ADMINISTRATION MANAGER (18)
PUBLIC HEALTH COMPLIANCE OFFICER (19)
PUBLIC HEALTH NURSING ADMINISTRATOR (5)
PUBLIC RELATIONS SUPERVISOR (15)
PUBLIC SAFETY SYSTEMS ADMINISTRATOR (10)
REAL ESTATE DEVELOPMENT SPECIALIST – SENIOR (8) (13) (14) (16) (17)
RISK MANAGEMENT AND SAFETY OFFICER (19)
SENIOR PLANNER – URBAN DESIGN (7) (8)
SENIOR PLANNER (7) (8) (9)
SPECIAL ASSISTANT TO MAYOR (15)
SYSTEMS ANALYST – SENIOR (2)
VISION ZERO POLICY DIRECTOR (4)
WATER AUTOMATION NETWORK ADMINISTRATOR (3)
WATER SYSTEMS ANALYST – SENIOR (12)
WORKFORCE DEVELOPMENT ADMINISTRATOR (1)

Wage Rate:

Hourly	38.51	55.53

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**3,080.70**	**4,442.35**
Annual	80,098.20	115,501.10

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

(2) Recruitment is at:

Biweekly	3,733.24
Annual	97,064.24

(3) Recruitment is at:

Biweekly	3,779.69
Annual	98,271.94

(4) Recruitment is at:

Biweekly	3,733.32
Annual	97,066.32

(5) Recruitment is at:

Biweekly	3,701.19
Annual	96,230.94

(6) Recruitment is at:

Biweekly	3,348.27
Annual	87,055.02

(7) Recruitment is at:

Biweekly	3,644.54
Annual	94,758.04

(8) An employee possessing an AICP certification to be paid an additional 3%.

(9) An employee who is an APT Recognized Professional shall be paid an additional 3%.

(10) Recruitment is at:

Biweekly	3,669.73
Annual	95,412.98

(11) Recruitment is at:

Biweekly	3,388.76
Annual	88,170.76

(12) Recruitment is at:

Biweekly	3,393.86
Annual	88,240.36

(13) Recruitment is at:

Biweekly	3,912.54
Annual	101,726.04

(14) An employee possessing an EDFP certification to be paid an additional 3%.

(15) Recruitment is at:

Biweekly	3,818.88
Annual	99,290.88

(16) An employee possessing a State of Wisconsin Real Estate Salesperson or Broker License to be paid an additional 3%.

(17) An employee possessing a State of Wisconsin Appraiser License to be paid an additional 3%.

(18) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,556.85
Annual	92,478.10

(19) Recruitment is at:

Biweekly	3,645.88
Annual	94,792.88

Pay Range 2NX
Official Rate Biweekly

ASSISTANT CITY ATTORNEY III (1) (2)
CIVIL ENGINEER IV (3)
INSPECTOR GENERAL (6)
POLICE OPEN RECORDS LEGAL ADVISOR (1)
POLICY AND ADMINISTRATION DIRECTOR (4)
PRINCIPAL PLANNER (4) (5)
URBAN DESIGN COORDINATOR (4) (5)

Wage Rate:

Hourly	41.04	59.19
Biweekly	**3,283.30**	**4,734.86**
Annual	85,365.80	123,106.36

(1) Recruitment is at:

Biweekly	3,609.08
Annual	93,836.08

(2) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

(3) Recruitment is at:

Biweekly	3,942.53
Annual	102,505.78

(4) Recruitment is at:

Biweekly	3,899.65
Annual	101,390.90

(5) An employee possessing an AICP certification to be paid an additional 3%.

(6) Recruitment is at:

Biweekly	4,038.35
Annual	104,997.10

Pay Range 2OX
Official Rate Biweekly

ARPA DIRECTOR (1)
BUDGET AND FISCAL POLICY MANAGER (8)
ECONOMIC DEVELOPMENT SPECIALIST – LEAD (5) (6)
EMERGENCY MANAGEMENT DIRECTOR

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

FIRE HEALTH AND SAFETY MANAGER (8)
FUNCTIONAL APPLICATIONS ADMINISTRATOR (3)
GOVERNMENT RELATIONS MANAGER – SENIOR (7)
INFORMATION SECURITY MANAGER (3) (4)
MARKET DEVELOPMENT MANAGER (5)
NURSE PRACTITIONER (2)
SENIOR POLICY DIRECTOR – MAYOR (7)
SYSTEMS ANALYST – PROJECT LEADER (3)
SYSTEMS INTEGRATION – PROJECT LEADER (3)
TELECOMMUNICATIONS ANALYST – PROJECT LEADER (3)

Wage Rate:

Hourly	43.75	63.09
Biweekly	**3,500.24**	**5,047.50**
Annual	91,006.24	131,235.00

(1) Recruitment is at:

Biweekly	3,920.31
Annual	101,928.06

(2) Recruitment is at:

Biweekly	3,842.19
Annual	99,896.94

(3) Recruitment is at:

Biweekly	4,106.56
Annual	106,770.56

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

(5) Recruitment is at:

Biweekly	4,303.81
Annual	111,899.06

(6) An employee possessing an EDFP Certification to be paid an additional 3%.

(7) Recruitment is at:

Biweekly	4,480.50
Annual	116,493.00

(8) Recruitment is at:

Biweekly	4,191.04
Annual	108,967.04

Pay Range 2PX
Official Rate Biweekly

EMERGENCY COMMUNICATIONS PROJECT MANAGER (3)
EMERGENCY COMMUNICATIONS TECHNICAL SUPPORT AND INTEGRATION ENGINEER (3)
ERS PENSION INVESTMENT ANALYST I (1) (2)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	46.63	67.24
Biweekly	**3,730.72**	**5,379.54**
Annual	96,998.72	139,868.04

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.
(3) Recruitment is at:

Biweekly	4,157.67
Annual	108,099.42

Pay Range 2QX
Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST II (1) (2)

Wage Rate:

Hourly	49.70	71.68
Biweekly	**3,976.29**	**5,734.08**
Annual	103,383.54	149,086.08

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2RX
Official Rate Biweekly

ERS PENSION INVESTMENT ANALYST III (1) (2)

Wage Rate:

Hourly	52.98	76.40
Biweekly	**4,238.36**	**6,111.86**
Annual	110,197.36	158,908.36

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.

Pay Range 2SX

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

ASSISTANT CITY ATTORNEY IV (3)
CAPITAL FINANCE MANAGER (4)
ERS DATABASE ADMINISTRATOR
ERS PENSION INVESTMENT ANALYST IV (1) (2)
ERS SOFTWARE DEVELOPER

Wage Rate:

Hourly	56.47	81.43
Biweekly	**4,517.86**	**6,514.57**
Annual	117,464.36	169,378.82

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.
(3) Appointment may be at any rate in the pay range at the discretion of the City Attorney.
(4) Recruitment is at:

Biweekly	4,815.41
Annual	125,200.66

Pay Range 2TX
Official Rate Biweekly

ASSISTANT CITY ATTORNEY V (3)
ERS PENSION INVESTMENT ANALYST V (1) (2)
POLICE RISK MANAGER
REAL ESTATE COMPLIANCE LIAISON OFFICER

Wage Rate:

Hourly	60.19	86.79
Biweekly	**4,815.41**	**6,943.59**
Annual	125,200.66	180,533.34

(1) Appointment may be at any rate in the pay range with the approval of the ERS Director and the Annuity and Pension Board.
(2) Eligible for annual performance-based increases upon approval of the ERS Director and the Annuity and Pension Board.
(3) Appointment may be at any rate in the pay range at the discretion of the City Attorney.

SECTION 3: TECHNICIANS

Pay Range 3AN
Official Rate Biweekly

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	16.40
Biweekly	**1,311.65**
Annual	34,102.90

Pay Range 3BN
Official Rate Biweekly

Wage Rate:

Hourly	16.89	21.00
Biweekly	**1,351.07**	**1,680.34**
Annual	35,127.82	43,688.84

Pay Range 3CN
Official Rate Biweekly

Wage Rate:

Hourly	19.11	22.26
Biweekly	**1,528.81**	**1,780.41**
Annual	39,749.06	46,290.66

Pay Range 3DN
Official Rate Biweekly

Wage Rate:

Hourly	19.41	23.33
Biweekly	**1,552.72**	**1,866.55**
Annual	40,370.72	48,530.30

Pay Range 3EN
Official Rate Biweekly

PROGRAMMER I

Wage Rate:

Hourly	18.94	23.85
Biweekly	**1,515.34**	**1,908.23**
Annual	39,398.84	49,613.98

Pay Range 3FN

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

DOCUMENT TECHNICIAN I
RECORDS TECHNICIAN I

Wage Rate:

Hourly	19.65	24.79
Biweekly	**1,571.73**	**1,983.06**
Annual	40,864.98	51,559.56

Pay Range 3GN
Official Rate Biweekly

DOCUMENT TECHNICIAN II (1)
RECORDS TECHNICIAN II (1)

Wage Rate:

Hourly	20.67	25.35
Biweekly	**1,653.69**	**2,028.36**
Annual	42,995.94	52,737.36

(1) Recruitment is at:

Biweekly	1,681.77
Annual	43,726.02

Pay Range 3HN
Official Rate Biweekly

Wage Rate:

Hourly	22.31	26.62
Biweekly	**1,784.98**	**2,129.28**
Annual	46,409.48	55,361.28

Pay Range 3IN
Official Rate Biweekly

Wage Rate:

Hourly	22.09	27.19
Biweekly	**1,767.23**	**2,174.91**
Annual	45,947.98	56,547.66

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 3LN
Official Rate Biweekly

DOCUMENT TECHNICIAN III (1)
HOME ENVIRONMENTAL HEALTH INSPECTOR 1 (2)
PROPERTY ASSESSMENT TECHNICIAN 1 (3)
PROPERTY LISTING TECHNICIAN 1 (4)

Wage Rate:

Hourly	21.70	31.05
Biweekly	**1,736.25**	**2,484.36**
Annual	45,142.50	64,593.36

(1) Recruitment is at:

Biweekly	1,999.50
Annual	51,987.00

(2) Recruitment is at:

Biweekly	2,091.43
Annual	54,377.18

(3) Recruitment is at:

Biweekly	2,023.68
Annual	52,615.68

(4) Recruitment is at:

Biweekly	2,084.37
Annual	54,193.62

Pay Range 3MN
Official Rate Biweekly

HOME ENVIRONMENTAL HEALTH INSPECTOR 2 (1)
PROPERTY ASSESSMENT TECHNICIAN 2 (2)
PROPERTY LISTING TECHNICIAN 2 (3)

Wage Rate:

Hourly	24.58	32.07
Biweekly	**1,966.21**	**2,565.43**
Annual	51,121.46	66,701.18

(1) Recruitment is at:

Biweekly	2,196.02
Annual	57,096.52

(2) Recruitment is at:

Biweekly	2,124.85

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

	Annual	55,246.10

(3) Recruitment is at:

Biweekly	2,188.60
Annual	56,903.60

Pay Range 3NN
Official Rate Biweekly

Wage Rate:

Hourly	22.93	32.21
Biweekly	**1,834.61**	**2,576.90**
Annual	47,699.86	66,999.40

Pay Range 3PN
Official Rate Biweekly

CADD AND GIS TECHNICIAN 1 (3)
COMMUNITY HEALTH NUTRITIONIST 1 (1)
CONSUMER ENVIRONMENTAL HEALTH INSPECTOR 1 (1)
ENGINEERING TECHNICIAN I (2)
GEOGRAPHIC INFORMATION TECHNICIAN I (3)
HOME ENVIRONMENTAL HEALTH INSPECTOR 3 (1)
MEDICAL LABORATORY TECHNICIAN (2)
RADIOLOGIC TECHNOLOGIST (4)
WATER LABORATORY TECHNICIAN (2) (5)

Wage Rate:

Hourly	24.34	38.24
Biweekly	**1,946.97**	**3,059.29**
Annual	50,621.22	79,541.54

(1) Recruitment is at:

Biweekly	2,305.83
Annual	59,951.58

(2) Recruitment is at:

Biweekly	2,290.05
Annual	59,541.30

(3) Recruitment is at:

Biweekly	2,220.39
Annual	57,730.14

(4) Recruitment is at:

Biweekly	2,243.12

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	58,321.12

(5) Employees will receive an additional 5% incentive for lead work.

Pay Range 3QN
Official Rate Biweekly

CADD AND GIS TECHNICIAN 2 (3)
COMMUNITY HEALTH NUTRITIONIST 2 (1)
CONSUMER ENVIRONMENTAL HEALTH INSPECTOR 2 (1)
ENGINEERING TECHNICIAN II (2)
GEOGRAPHIC INFORMATION TECHNICIAN II (3)
HELPDESK SPECIALIST I (3)
HOME ENVIRONMENTAL HEALTH INSPECTOR 4 (1)
INFORMATION TECHNOLOGY SPECIALIST (5)
PROGRAMMER II (1)
PUBLIC WORKS INSPECTOR I (2) (4)

Wage Rate:

Hourly	25.80	41.30
Biweekly	**2,063.79**	**3,304.03**
Annual	53,658.54	85,904.78

(1) Recruitment is at:

Biweekly	2,421.09
Annual	62,948.34

(2) Recruitment is at:

Biweekly	2,466.08
Annual	64,118.08

(3) Recruitment is at:

Biweekly	2,331.40
Annual	60,616.40

(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.

(5) Recruitment is at:

Biweekly	2,131.65
Annual	55,422.90

Pay Range 3RN
Official Rate Biweekly

CONSUMER ENVIRONMENTAL HEALTH INSPECTOR 3 (2)
HELPDESK SPECIALIST II (4)
PROPERTY ASSESSMENT TECHNICIAN 3 (1)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

PROPERTY LISTING TECHNICIAN 3 (3)

Wage Rate:

Hourly	27.35	36.58
Biweekly	**2,187.61**	**2,926.75**
Annual	56,877.86	76,095.50

(1) Recruitment is at:

Biweekly	2,231.10
Annual	58,008.60

(2) Recruitment is at:

Biweekly	2,542.16
Annual	66,096.16

(3) Recruitment is at:

Biweekly	2,298.02
Annual	59,748.52

(4) Recruitment is at:

Biweekly	2,447.96
Annual	63,646.96

Pay Range 3SN
Official Rate Biweekly

CITY CHANNEL PRODUCTION SPECIALIST 1 (2)
CONSUMER ENVIRONMENTAL HEALTH INSPECTOR 4 (1)
ELECTRONIC TECHNICIAN 1 (2)

Wage Rate:

Hourly	31.66	41.97
Biweekly	**2,533.01**	**3,357.90**
Annual	65,858.26	87,305.40

(1) Recruitment is at:

Biweekly	2,669.26
Annual	69,400.76

(2) Recruitment is at:

Biweekly	2,689.86
Annual	69,936.36

Pay Range 3TN
Official Rate Biweekly

CADD AND GIS TECHNICIAN 3 (2)
CITY CHANNEL PRODUCTION SPECIALIST 2

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ELECTRONIC TECHNICIAN 2
ENGINEERING TECHNICIAN IV (1)
PUBLIC WORKS INSPECTOR II (1) (3)
SIDEWALK REPAIR SPECIALIST (1)
VIDEO SYSTEMS SPECIALIST
WATER PLANT AUTOMATION TECHNICIAN (4)

Wage Rate:

Hourly	35.30	42.18
Biweekly	**2,824.34**	**3,374.53**
Annual	73,432.84	87,737.78

(1) Recruitment is at:

Biweekly	2,630.35
Annual	68,389.10

(2) Recruitment is at:

Biweekly	2,448.00
Annual	63,648.00

(3) Employees in this classification when 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.

(4) Recruitment is at:

Biweekly	2,824.34
Annual	73,432.84

Pay Range 3UN
Official Rate Biweekly

CADD AND GIS TECHNICIAN 4 (3)
CITY CHANNEL PRODUCTION SPECIALIST 3
COMMUNICATIONS FACILITIES COORDINATOR (4)
DOT PROJECTS INSPECTOR (1)
ELECTRONIC TECHNICIAN 3
ENGINEERING TECHNICIAN V (2)

Wage Rate:

Hourly	37.12	44.35
Biweekly	**2,969.37**	**3,547.84**
Annual	77,203.62	92,243.84

(1) Recruitment is at:

Biweekly	3,046.51
Annual	79,209.26

(2) Recruitment is at:

Biweekly	2,788.83
Annual	72,509.58

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(3) Recruitment is at:

Biweekly	2,570.40
Annual	66,830.40

(4) Recruitment is at:

Biweekly	2,969.37
Annual	77,203.62

Pay Range 3VN
Official Rate Biweekly

ELECTRONIC TECHNICIAN 4
WATER PLANT AUTOMATION TECHNICIAN – SENIOR (1)

Wage Rate:

Hourly	38.97	46.57
Biweekly	**3,117.86**	**3,725.23**
Annual	81,064.36	96,855.98

(1) Recruitment is at:

Biweekly	3,117.86
Annual	81,064.36

SECTION 4: PROTECTIVE SERVICES

4AN-Pay Ranges 850 & 850P*
Official Rate Biweekly

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

Effective Pay Period 1, 2025 (December 22, 2024)

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

Pay Range 850

Biweekly	**2,169.39**	**2,256.32**	**2,500.54**	**2,745.44**	**3,015.46**	**3,313.28**	**3,610.50**
Monthly	4,713.26	4,902.12	5,432.72	5,964.80	6,551.45	7,198.50	7,844.24
Annual	56,559.10	58,825.48	65,192.65	71,577.54	78,617.35	86,381.94	94,130.89

Pay Range 850P*

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**2,191.06**	**2,278.85**	**2,525.57**	**2,772.92**	**3,045.65**	**3,346.44**	**3,646.62**
Monthly	4,760.34	4,951.07	5,487.10	6,024.50	6,617.04	7,270.54	7,922.72
Annual	57,124.06	59,412.87	65,845.22	72,293.98	79,404.44	87,246.47	95,072.59

*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	**1,563.08**	**2,084.11**	**2,167.65**	**2,402.28**	**2,637.55**	**2,897.00**	**3,183.09**	**3,468.60**
Monthly	3,395.98	4,527.98	4,709.48	5,219.24	5,730.39	6,294.08	6,915.64	7,535.95
Annual	40,751.73	54,335.72	56,513.73	62,630.87	68,764.69	75,528.93	82,987.70	90,431.36

Pay Range 850P*

Biweekly		**2,104.94**	**2,189.32**	**2,426.30**	**2,663.94**	**2,925.95**	**3,214.92**	**3,503.28**
Monthly		4,573.23	4,756.56	5,271.43	5,787.73	6,356.97	6,984.80	7,611.29
Annual		54,878.79	57,078.70	63,257.11	69,452.72	76,283.69	83,817.56	91,335.51

*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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
(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.

Effective Pay Period 1, 2026 (December 21, 2025)

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**2,191.08**	**2,278.88**	**2,525.55**	**2,772.89**	**3,045.61**	**3,346.41**	**3,646.61**
Monthly	4,760.38	4,951.14	5,487.06	6,024.43	6,616.95	7,270.47	7,922.69
Annual	57,124.58	59,413.66	65,844.69	72,293.20	79,403.40	87,245.69	95,072.33

Pay Range 850P*

Biweekly	**2,212.97**	**2,301.64**	**2,550.83**	**2,800.65**	**3,076.11**	**3,379.90**	**3,683.09**
Monthly	4,807.94	5,000.59	5,541.98	6,084.75	6,683.22	7,343.24	8,001.95
Annual	57,695.29	60,007.04	66,503.78	73,016.94	80,198.58	88,118.82	96,023.42

*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	**1,578.71**	**2,104.95**	**2,189.33**	**2,426.30**	**2,663.93**	**2,925.97**	**3,214.92**	**3,503.29**
Monthly	3,429.94	4,573.25	4,756.58	5,271.43	5,787.71	6,357.02	6,984.80	7,611.31
Annual	41,159.22	54,879.05	57,078.96	63,257.11	69,452.46	76,284.22	83,817.56	91,335.77

Pay Range 850P*

Biweekly		**2,125.99**	**2,211.21**	**2,450.56**	**2,690.58**	**2,955.21**	**3,247.07**	**3,538.31**
Monthly		4,618.97	4,804.12	5,324.13	5,845.61	6,420.55	7,054.65	7,687.40
Annual		55,427.60	57,649.40	63,889.60	70,147.26	77,046.54	84,655.75	92,248.79

*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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

(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.

Effective Pay Period 14, 2026 (June 21, 2026)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Pay Range 850

Biweekly	**2,212.99**	**2,301.67**	**2,550.81**	**2,800.62**	**3,076.07**	**3,379.87**	**3,683.08**
Monthly	4,807.98	5,000.65	5,541.94	6,084.68	6,683.13	7,343.17	8,001.93
Annual	57,695.81	60,007.82	66,503.26	73,016.16	80,197.54	88,118.04	96,023.16

Pay Range 850P*

Biweekly	**2,235.10**	**2,324.66**	**2,576.34**	**2,828.66**	**3,106.87**	**3,413.70**	**3,719.92**
Monthly	4,856.02	5,050.60	5,597.41	6,145.60	6,750.05	7,416.67	8,081.97
Annual	58,272.25	60,607.21	67,168.86	73,747.21	81,000.54	89,000.03	96,983.63

*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	**1,594.50**	**2,126.00**	**2,211.22**	**2,450.56**	**2,690.57**	**2,955.23**	**3,247.07**	**3,538.32**
Monthly	3,464.24	4,618.99	4,804.14	5,324.13	5,845.58	6,420.59	7,054.65	7,687.42
Annual	41,570.89	55,427.86	57,649.66	63,889.60	70,147.00	77,047.07	84,655.75	92,249.06

Pay Range 850P*

Biweekly		**2,147.25**	**2,233.32**	**2,475.07**	**2,717.49**	**2,984.76**	**3,279.54**	**3,573.69**
Monthly		4,665.16	4,852.15	5,377.38	5,904.07	6,484.75	7,125.19	7,764.27
Annual		55,981.87	58,225.84	64,528.61	70,848.84	77,816.96	85,502.29	93,171.20

*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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

(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.

4BN-Pay Range 801
Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	36.95	40.41	44.89	46.61	49.26
Biweekly	**2,955.84**	**3,232.92**	**3,591.47**	**3,729.01**	**3,940.71**
Annual	77,062.97	84,286.84	93,634.75	97,220.62	102,739.94

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

Hourly	37.25	40.71	45.20	46.91	49.56
Biweekly	**2,980.03**	**3,257.15**	**3,615.63**	**3,753.18**	**3,964.95**
Annual	77,693.64	84,918.55	94,264.64	97,850.76	103,371.91

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

Hourly	37.63	41.09	45.57	47.29	49.94
Biweekly	**3,010.26**	**3,287.35**	**3,645.88**	**3,783.43**	**3,995.16**
Annual	78,481.78	85,705.91	95,053.30	98,639.42	104,159.53

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

Hourly	37.78	41.24	45.72	47.44	50.09
Biweekly	**3,022.39**	**3,299.49**	**3,657.98**	**3,795.54**	**4,007.28**
Annual	78,798.02	86,022.42	95,368.76	98,955.15	104,475.51

For those employees hired on or after October 3, 2011or 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	26.32	35.09	38.38	42.64	44.27	46.78
Biweekly	**2,105.43**	**2,807.24**	**3,070.40**	**3,410.94**	**3,541.53**	**3,742.61**
Annual	54,891.57	73,188.76	80,049.71	88,928.08	92,332.74	97,575.19

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly		35.38	38.67	42.92	44.56	47.07
Biweekly		**2,830.23**	**3,093.39**	**3,433.90**	**3,564.50**	**3,765.60**
Annual		73,788.14	80,649.09	89,526.68	92,931.61	98,174.57

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

Hourly		35.74	39.03	43.28	44.92	47.43
Biweekly		**2,858.95**	**3,122.11**	**3,462.61**	**3,593.20**	**3,794.33**
Annual		74,536.91	81,397.87	90,275.19	93,679.86	98,923.60

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

Hourly		35.88	39.17	43.43	45.06	47.57
Biweekly		**2,870.42**	**3,133.58**	**3,474.05**	**3,604.73**	**3,805.77**
Annual		74,835.95	81,696.91	90,573.44	93,980.46	99,221.86

(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.

4CN-Pay Range 804
Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	47.90	49.38	50.93
Biweekly	**3,831.66**	**3,950.35**	**4,074.13**
Annual	99,896.85	102,991.27	106,218.39

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

Hourly	48.20	49.68	51.23
Biweekly	**3,855.83**	**3,974.53**	**4,098.30**
Annual	100,526.99	103,621.67	106,848.53

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	48.58	50.06	51.61
Biweekly	**3,886.11**	**4,004.78**	**4,128.53**
Annual	101,316.44	104,410.33	107,636.67

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

Hourly	48.73	50.21	51.76
Biweekly	**3,898.20**	**4,016.88**	**4,140.62**
Annual	101,631.64	104,725.80	107,951.88

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

Hourly	45.49	46.90	48.37
Biweekly	**3,639.00**	**3,751.77**	**3,869.28**
Annual	94,873.93	97,814.00	100,877.65

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

Hourly	45.77	47.18	48.65
Biweekly	**3,661.99**	**3,774.72**	**3,892.25**
Annual	95,473.31	98,412.34	101,476.52

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

Hourly	46.13	47.54	49.01
Biweekly	**3,690.74**	**3,803.45**	**3,920.98**
Annual	96,222.86	99,161.37	102,225.55

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

Hourly	46.28	47.69	49.16
Biweekly	**3,702.21**	**3,814.91**	**3,932.46**
Annual	96,521.90	99,460.15	102,524.85

(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.

4DN-Pay Ranges 853 & 853P*
Official Rate Biweekly

HEAVY EQUIPMENT OPERATOR (1) (2)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE PRACTITIONER (1)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Effective Pay Period 1, 2025 (December 22, 2024)

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	**2,716.31**	**2,774.72**	**3,409.99**	**3,542.77**	**3,819.15**
Monthly	5,901.51	6,028.41	7,408.61	7,697.09	8,297.56
Annual	70,818.08	72,340.91	88,903.31	92,365.07	99,570.69

Pay Range 853P*

Biweekly	**2,743.47**	**2,802.45**	**3,444.12**	**3,578.20**	**3,857.34**
Monthly	5,960.52	6,088.66	7,482.76	7,774.07	8,380.53
Annual	71,526.18	73,063.87	89,793.13	93,288.78	100,566.36

*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	**2,609.55**	**2,665.66**	**3,276.02**	**3,403.55**	**3,669.06**
Monthly	5,669.56	5,791.46	7,117.54	7,394.62	7,971.47
Annual	68,034.69	69,497.56	85,410.52	88,735.41	95,657.63

Pay Range 853P*

Biweekly	**2,635.66**	**2,692.33**	**3,308.74**	**3,437.55**	**3,705.75**
Monthly	5,726.29	5,849.41	7,188.63	7,468.49	8,051.18
Annual	68,715.42	70,192.89	86,263.58	89,621.84	96,614.19

*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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

(2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

Effective Pay Period 1, 2026 (December 21, 2025)

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	**2,743.47**	**2,802.47**	**3,444.09**	**3,578.20**	**3,857.34**
Monthly	5,960.52	6,088.70	7,482.70	7,774.07	8,380.53
Annual	71,526.18	73,064.39	89,792.34	93,288.78	100,566.36

Pay Range 853P*

Biweekly	**2,770.90**	**2,830.47**	**3,478.56**	**3,613.98**	**3,895.91**
Monthly	6,020.11	6,149.53	7,557.59	7,851.80	8,464.33
Annual	72,241.32	73,794.39	90,691.03	94,221.62	101,571.94

*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	**2,635.65**	**2,692.32**	**3,308.78**	**3,437.59**	**3,705.75**
Monthly	5,726.26	5,849.39	7,188.72	7,468.57	8,051.18
Annual	68,715.16	70,192.63	86,264.62	89,622.88	96,614.19

Pay Range 853P*

Biweekly	**2,662.02**	**2,719.25**	**3,341.83**	**3,471.93**	**3,742.81**
Monthly	5,783.56	5,907.89	7,260.52	7,543.18	8,131.70
Annual	69,402.66	70,894.73	87,126.28	90,518.17	97,580.40

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(1) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

(2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

Effective Pay Period 14, 2026 (June 21, 2026)

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	**2,770.90**	**2,830.49**	**3,478.53**	**3,613.98**	**3,895.91**
Monthly	6,020.11	6,149.58	7,557.52	7,851.80	8,464.33
Annual	72,241.32	73,794.92	90,690.24	94,221.62	101,571.94

Pay Range 853P*

Biweekly	**2,798.61**	**2,858.77**	**3,513.35**	**3,650.12**	**3,934.87**
Monthly	6,080.31	6,211.02	7,633.17	7,930.32	8,548.97
Annual	72,963.76	74,532.22	91,598.05	95,163.84	102,587.68

*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	**2,662.01**	**2,719.24**	**3,341.87**	**3,471.97**	**3,742.81**
Monthly	5,783.53	5,907.87	7,260.61	7,543.27	8,131.70
Annual	69,402.40	70,894.47	87,127.32	90,519.22	97,580.40

Pay Range 853P*

Biweekly	**2,688.64**	**2,746.44**	**3,375.25**	**3,506.65**	**3,780.24**
Monthly	5,841.39	5,966.97	7,333.13	7,618.61	8,213.02
Annual	70,096.68	71,603.61	87,997.59	91,423.37	98,556.25

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

*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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
(2) Employees who are promoted from the firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

4EN-Pay Ranges 856 & 856P*
Official Rate Biweekly

FIRE LIEUTENANT (1) (2) (3)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE LEAD ASSISTANT (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM OPERATIONS COORDINATOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM SUPERVISOR (2) (3)
VEHICLE OPERATIONS INSTRUCTOR (2)

Effective Pay Period 1, 2025 (December 22, 2024)

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	**3,481.28**	**3,614.83**	**3,753.68**	**3,898.00**	**4,048.26**
Monthly	7,563.50	7,853.65	8,155.32	8,468.87	8,795.33
Annual	90,761.94	94,243.78	97,863.80	101,626.43	105,543.92

Pay Range 856P*

Biweekly	**3,516.11**	**3,650.97**	**3,791.19**	**3,937.02**	**4,088.75**
Monthly	7,639.17	7,932.17	8,236.81	8,553.64	8,883.30
Annual	91,670.01	95,186.00	98,841.74	102,643.73	106,599.55

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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	**3,344.47**	**3,472.76**	**3,606.12**	**3,744.83**	**3,889.16**
Monthly	7,266.26	7,544.98	7,834.73	8,136.09	8,449.66
Annual	87,195.11	90,539.81	94,016.70	97,633.07	101,395.95

Pay Range 856P*

Biweekly	**3,377.95**	**3,507.48**	**3,642.22**	**3,782.27**	**3,928.08**
Monthly	7,339.00	7,620.42	7,913.16	8,217.43	8,534.22
Annual	88,067.98	91,445.01	94,957.88	98,609.18	102,410.65

*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 Fire 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-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

Effective Pay Period 1, 2026 (December 21, 2025)

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	**3,516.09**	**3,650.98**	**3,791.22**	**3,936.98**	**4,088.74**
Monthly	7,639.12	7,932.19	8,236.88	8,553.56	8,883.27
Annual	91,669.49	95,186.26	98,842.52	102,642.69	106,599.29

Pay Range 856P*

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**3,551.27**	**3,687.48**	**3,829.10**	**3,976.39**	**4,129.64**
Monthly	7,715.56	8,011.49	8,319.18	8,639.18	8,972.13
Annual	92,586.68	96,137.87	99,830.10	103,670.17	107,665.61

*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	**3,377.91**	**3,507.49**	**3,642.18**	**3,782.28**	**3,928.05**
Monthly	7,338.91	7,620.44	7,913.07	8,217.45	8,534.16
Annual	88,066.94	91,445.27	94,956.83	98,609.44	102,409.87

Pay Range 856P*

Biweekly	**3,411.73**	**3,542.55**	**3,678.64**	**3,820.09**	**3,967.36**
Monthly	7,412.39	7,696.61	7,992.28	8,299.60	8,619.56
Annual	88,948.67	92,359.34	95,907.40	99,595.20	103,434.74

*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 Fire 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-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

Effective Pay Period 14, 2026 (June 21, 2026)

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**3,551.25**	**3,687.49**	**3,829.13**	**3,976.35**	**4,129.63**
Monthly	7,715.51	8,011.51	8,319.24	8,639.09	8,972.11
Annual	92,586.16	96,138.13	99,830.89	103,669.12	107,665.35

Pay Range 856P*

Biweekly	**3,586.78**	**3,724.35**	**3,867.39**	**4,016.15**	**4,170.94**
Monthly	7,792.71	8,091.59	8,402.37	8,725.56	9,061.86
Annual	93,512.48	97,099.12	100,828.38	104,706.77	108,742.36

*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	**3,411.69**	**3,542.56**	**3,678.60**	**3,820.10**	**3,967.33**
Monthly	7,412.30	7,696.63	7,992.20	8,299.62	8,619.50
Annual	88,947.63	92,359.60	95,906.36	99,595.46	103,433.96

Pay Range 856P*

Biweekly	**3,445.85**	**3,577.98**	**3,715.43**	**3,858.29**	**4,007.03**
Monthly	7,486.52	7,773.59	8,072.21	8,382.59	8,705.75
Annual	89,838.23	93,283.05	96,866.57	100,591.13	104,468.99

*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 Fire 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-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

funding for the Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

4FN-Pay Range 808
Official Rate Biweekly

DETECTIVE (1) (2) (3) (4) (5) (6)
DOCUMENT EXAMINER (1) (2) (3) (4) (5) (6)
LATENT PRINT EXAMINER (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	50.37	52.32	54.34
Biweekly	**4,029.75**	**4,185.35**	**4,347.26**
Annual	105,061.34	109,118.05	113,339.28

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

Hourly	50.67	52.62	54.64
Biweekly	**4,053.95**	**4,209.56**	**4,371.43**
Annual	105,692.27	109,749.24	113,969.42

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

Hourly	51.05	53.00	55.02
Biweekly	**4,084.20**	**4,239.80**	**4,401.70**
Annual	106,480.93	110,537.64	114,758.60

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

Hourly	51.20	53.15	55.17
Biweekly	**4,096.34**	**4,251.88**	**4,413.79**
Annual	106,797.43	110,852.58	115,073.81

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	47.84	49.69	51.61
Biweekly	**3,827.16**	**3,974.90**	**4,128.71**
Annual	99,779.53	103,631.32	107,641.37

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	48.13	49.97	51.90
Biweekly	**3,850.14**	**3,997.91**	**4,151.65**
Annual	100,378.65	104,231.22	108,239.44

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

Hourly	48.49	50.33	52.26
Biweekly	**3,878.89**	**4,026.64**	**4,180.41**
Annual	101,128.20	104,980.25	108,989.26

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

Hourly	48.63	50.48	52.40
Biweekly	**3,890.37**	**4,038.12**	**4,191.89**
Annual	101,427.50	105,279.55	109,288.56

4G-Pay Range 831

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	46.92	48.68	50.52	52.44	54.43	56.50
Biweekly	**3,753.37**	**3,894.76**	**4,041.98**	**4,194.93**	**4,354.04**	**4,519.60**
Annual	97,855.72	101,541.95	105,380.19	109,367.82	113,516.04	117,832.43

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

Hourly	47.22	48.99	50.83	52.74	54.73	56.80
Biweekly	**3,777.88**	**3,919.31**	**4,066.49**	**4,219.48**	**4,378.54**	**4,544.10**
Annual	98,494.73	102,182.01	106,019.20	110,007.87	114,154.79	118,471.18

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

Hourly	47.61	49.37	51.21	53.13	55.12	57.18
Biweekly	**3,808.52**	**3,949.96**	**4,097.11**	**4,250.12**	**4,409.21**	**4,574.77**
Annual	99,293.55	102,981.10	106,817.51	110,806.70	114,954.40	119,270.79

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	47.76	49.53	51.37	53.28	55.27	57.34
Biweekly	**3,820.81**	**3,962.22**	**4,109.39**	**4,262.41**	**4,421.50**	**4,587.02**
Annual	99,613.97	103,300.73	107,137.67	111,127.12	115,274.82	119,590.16

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	44.56	46.24	47.99	49.81	51.69	53.66
Biweekly	**3,565.01**	**3,699.32**	**3,839.16**	**3,984.44**	**4,135.53**	**4,292.76**
Annual	92,944.90	96,446.56	100,092.38	103,880.04	107,819.17	111,918.38

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

Hourly	44.85	46.53	48.28	50.10	51.99	53.95
Biweekly	**3,588.27**	**3,722.59**	**3,862.40**	**4,007.70**	**4,158.83**	**4,316.05**
Annual	93,551.32	97,053.24	100,698.28	104,486.46	108,426.64	112,525.59

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

Hourly	45.22	46.90	48.64	50.46	52.35	54.31
Biweekly	**3,617.39**	**3,751.73**	**3,891.49**	**4,036.85**	**4,187.94**	**4,345.16**
Annual	94,310.52	97,812.96	101,456.70	105,246.44	109,185.58	113,284.53

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

Hourly	45.36	47.04	48.79	50.61	52.49	54.46
Biweekly	**3,629.08**	**3,763.36**	**3,903.13**	**4,048.47**	**4,199.55**	**4,356.82**
Annual	94,615.30	98,116.17	101,760.17	105,549.39	109,488.27	113,588.52

(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.

Effective Pay Period 1, 2027 (December 20, 2026)

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

Hourly	48.32	50.15	52.04	54.01	56.06	58.19
Biweekly	**3,865.97**	**4,011.60**	**4,163.24**	**4,320.78**	**4,484.66**	**4,655.19**
Annual	100,791.36	104,588.14	108,541.61	112,648.90	116,921.49	121,367.45

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	48.64	50.46	52.36	54.33	56.37	58.51
Biweekly	**3,891.22**	**4,036.89**	**4,188.48**	**4,346.06**	**4,509.90**	**4,680.42**
Annual	101,449.66	105,247.49	109,199.65	113,307.99	117,579.53	122,025.23

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

Hourly	49.03	50.86	52.75	54.72	56.77	58.90
Biweekly	**3,922.78**	**4,068.46**	**4,220.02**	**4,377.62**	**4,541.49**	**4,712.01**
Annual	102,272.48	106,070.56	110,021.95	114,130.80	118,403.13	122,848.83

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

Hourly	49.19	51.01	52.91	54.88	56.93	59.06
Biweekly	**3,935.43**	**4,081.09**	**4,232.67**	**4,390.28**	**4,554.15**	**4,724.63**
Annual	102,602.28	106,399.84	110,351.75	114,460.87	118,733.19	123,177.85

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

Hourly	45.90	47.63	49.43	51.30	53.25	55.27
Biweekly	**3,671.96**	**3,810.30**	**3,954.33**	**4,103.97**	**4,259.60**	**4,421.54**
Annual	95,733.24	99,339.96	103,095.03	106,996.36	111,053.85	115,275.86

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

Hourly	46.20	47.93	49.73	51.60	53.54	55.57
Biweekly	**3,695.92**	**3,834.27**	**3,978.27**	**4,127.93**	**4,283.59**	**4,445.53**
Annual	96,357.91	99,964.89	103,719.18	107,621.03	111,679.31	115,901.32

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

Hourly	46.57	48.30	50.10	51.97	53.92	55.94
Biweekly	**3,725.91**	**3,864.28**	**4,008.23**	**4,157.96**	**4,313.58**	**4,475.51**
Annual	97,139.79	100,747.30	104,500.28	108,403.95	112,461.19	116,682.94

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

Hourly	46.72	48.45	50.25	52.12	54.07	56.09
Biweekly	**3,737.95**	**3,876.26**	**4,020.22**	**4,169.92**	**4,325.54**	**4,487.52**
Annual	97,453.69	101,059.63	104,812.88	108,715.77	112,773.00	116,996.05

(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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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.

4GN-Pay Range 831D
Official Rate Biweekly

POLICE SERGEANT (1) (2) (3) (4) (5) (6) (7) (8) (9)

Effective Pay Period 1, 2026 (December 21, 2025)

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

	4	5	6
Hourly	55.41	57.55	59.77
Biweekly	**4,432.73**	**4,603.89**	**4,781.99**
Annual	115,567.60	120,029.99	124,673.31

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

Hourly	55.74	57.88	60.11
Biweekly	**4,459.35**	**4,630.52**	**4,808.57**
Annual	116,261.62	120,724.27	125,366.29

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

Hourly	56.16	58.30	60.52
Biweekly	**4,492.62**	**4,663.78**	**4,841.87**
Annual	117,129.02	121,591.40	126,234.47

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

Hourly	56.32	58.46	60.69
Biweekly	**4,505.97**	**4,677.07**	**4,855.17**
Annual	117,477.07	121,937.89	126,581.22

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:

	4	5	6
Hourly	52.62	54.65	56.77
Biweekly	**4,209.88**	**4,372.39**	**4,541.58**
Annual	109,757.58	113,994.45	118,405.48

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	52.94	54.97	57.09
Biweekly	**4,235.15**	**4,397.70**	**4,566.82**
Annual	110,416.41	114,654.32	119,063.52

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

Hourly	53.33	55.37	57.48
Biweekly	**4,266.78**	**4,429.30**	**4,598.45**
Annual	111,241.05	115,478.18	119,888.16

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

Hourly	53.49	55.52	57.64
Biweekly	**4,279.41**	**4,441.93**	**4,611.08**
Annual	111,570.33	115,807.46	120,217.44

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

4HN-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, 2026 (December 21, 2025)

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

Hourly	54.38	56.16	57.94
Biweekly	**4,350.06**	**4,492.78**	**4,635.59**
Annual	113,412.28	117,133.19	120,856.45

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

Hourly	54.68	56.46	58.25
Biweekly	**4,374.24**	**4,516.97**	**4,659.76**
Annual	114,042.68	117,763.86	121,486.60

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	55.06	56.84	58.63
Biweekly	**4,404.49**	**4,547.24**	**4,690.06**
Annual	114,831.34	118,553.04	122,276.56

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

Hourly	55.21	56.99	58.78
Biweekly	**4,416.58**	**4,559.31**	**4,702.17**
Annual	115,146.55	118,867.72	122,592.29

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

Hourly	51.64	53.34	55.03
Biweekly	**4,131.32**	**4,266.89**	**4,402.54**
Annual	107,709.41	111,243.92	114,780.50

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

Hourly	51.93	53.62	55.32
Biweekly	**4,154.32**	**4,289.89**	**4,425.53**
Annual	108,309.05	111,843.56	115,379.89

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

Hourly	52.29	53.98	55.68
Biweekly	**4,183.04**	**4,318.59**	**4,454.28**
Annual	109,057.83	112,591.81	116,129.44

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

Hourly	52.43	54.13	55.82
Biweekly	**4,194.55**	**4,330.10**	**4,465.74**
Annual	109,357.91	112,891.89	116,428.22

4I-Pay Range 835

Official Rate Biweekly

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	50.63	52.59	54.62	56.74	58.94	61.22
Biweekly	**4,050.79**	**4,207.21**	**4,369.96**	**4,539.10**	**4,715.08**	**4,897.82**
Annual	105,609.88	109,687.97	113,931.10	118,340.82	122,928.87	127,693.16

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

Hourly	50.94	52.89	54.93	57.04	59.24	61.52
Biweekly	**4,074.94**	**4,231.31**	**4,394.06**	**4,563.22**	**4,739.23**	**4,921.96**
Annual	106,239.50	110,316.29	114,559.42	118,969.66	123,558.49	128,322.53

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

Hourly	51.31	53.27	55.30	57.42	59.62	61.90
Biweekly	**4,105.09**	**4,261.46**	**4,424.21**	**4,593.37**	**4,769.30**	**4,952.09**
Annual	107,025.56	111,102.35	115,345.47	119,755.72	124,342.46	129,108.06

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

Hourly	51.46	53.42	55.45	57.57	59.77	62.05
Biweekly	**4,117.10**	**4,273.47**	**4,436.26**	**4,605.38**	**4,781.39**	**4,964.09**
Annual	107,338.68	111,415.47	115,659.63	120,068.83	124,657.67	129,420.92

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

Hourly	48.09	49.95	51.88	53.89	55.98	58.15
Biweekly	**3,847.50**	**3,996.07**	**4,150.66**	**4,311.29**	**4,478.42**	**4,652.01**
Annual	100,309.82	104,183.25	108,213.63	112,401.49	116,758.80	121,284.54

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

Hourly	48.38	50.24	52.17	54.18	56.27	58.44
Biweekly	**3,870.43**	**4,018.95**	**4,173.54**	**4,334.19**	**4,501.36**	**4,674.91**
Annual	100,907.64	104,779.77	108,810.15	112,998.52	117,356.88	121,881.58

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

Hourly	48.74	50.59	52.53	54.54	56.62	58.79
Biweekly	**3,899.06**	**4,047.57**	**4,202.15**	**4,362.82**	**4,529.95**	**4,703.55**
Annual	101,654.06	105,525.93	109,556.05	113,744.95	118,102.27	122,628.27

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	48.88	50.74	52.67	54.68	56.77	58.94
Biweekly	**3,910.51**	**4,059.02**	**4,213.60**	**4,374.26**	**4,541.41**	**4,715.00**
Annual	101,952.58	105,824.45	109,854.57	114,043.20	118,401.04	122,926.78

Effective Pay Period 1, 2027 (December 20, 2026)

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

Hourly	52.15	54.17	56.26	58.44	60.71	63.06
Biweekly	**4,172.31**	**4,333.43**	**4,501.06**	**4,675.27**	**4,856.53**	**5,044.75**
Annual	108,778.08	112,978.71	117,349.06	121,890.97	126,616.67	131,523.84

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

Hourly	52.46	54.48	56.57	58.75	61.02	63.37
Biweekly	**4,197.19**	**4,358.25**	**4,525.88**	**4,700.12**	**4,881.41**	**5,069.62**
Annual	109,426.74	113,625.80	117,996.15	122,538.84	127,265.33	132,172.23

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

Hourly	52.85	54.87	56.96	59.14	61.40	63.76
Biweekly	**4,228.24**	**4,389.30**	**4,556.94**	**4,731.17**	**4,912.38**	**5,100.65**
Annual	110,236.25	114,435.32	118,805.93	123,348.36	128,072.76	132,981.23

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

Hourly	53.01	55.02	57.12	59.29	61.56	63.91
Biweekly	**4,240.61**	**4,401.67**	**4,569.35**	**4,743.54**	**4,924.83**	**5,113.01**
Annual	110,558.76	114,757.82	119,129.48	123,670.86	128,397.35	133,303.47

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

Hourly	49.54	51.45	53.44	55.51	57.66	59.89
Biweekly	**3,962.93**	**4,115.95**	**4,275.18**	**4,440.63**	**4,612.77**	**4,791.57**
Annual	103,319.24	107,308.69	111,460.05	115,773.57	120,261.50	124,923.07

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

Hourly	49.83	51.74	53.73	55.80	57.96	60.19
Biweekly	**3,986.54**	**4,139.52**	**4,298.75**	**4,464.22**	**4,636.40**	**4,815.16**
Annual	103,934.79	107,923.20	112,074.55	116,388.59	120,877.57	125,538.10

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	50.20	52.11	54.10	56.17	58.32	60.56
Biweekly	**4,016.03**	**4,169.00**	**4,328.21**	**4,493.70**	**4,665.85**	**4,844.66**
Annual	104,703.64	108,691.78	112,842.62	117,157.18	121,645.37	126,307.20

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

Hourly	50.35	52.26	54.25	56.32	58.47	60.71
Biweekly	**4,027.83**	**4,180.79**	**4,340.01**	**4,505.49**	**4,677.65**	**4,856.45**
Annual	105,011.28	108,999.17	113,150.26	117,464.56	121,953.02	126,614.59

4JN-Pay Range 857
Official Rate Biweekly

EMS EDUCATION COORDINATOR (2) (3)
EMS INSTRUCTOR COORDINATOR (2) (3)
EMS SUPERVISOR (2) (3)
EMS TECHNICAL RESOURCE SPECIALIST (2) (3)
FIRE CAPTAIN (1) (2) (3)
FIRE COMMUNITY RELATIONS DIRECTOR (2) (3)
FIRE CONTRACT ADMINISTRATOR (4)
MILWAUKEE OVERDOSE RESPONSE INITIATIVE SUPERVISOR (2) (3)
MOBILE INTEGRATED HEALTHCARE PROGRAM MANAGER (2) (3)
RECRUITMENT DIRECTOR (2) (3)
SURVIVE ALIVE HOUSE DIRECTOR (2) (3)
VEHICLE OPERATIONS TRAINING COORDINATOR (1) (3)

Effective Pay Period 1, 2025 (December 22, 2024)

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	**3,836.11**	**3,986.36**	**4,142.56**	**4,304.90**	**4,473.66**	**4,649.33**
Monthly	8,334.41	8,660.84	9,000.20	9,352.91	9,719.56	10,101.22
Annual	100,012.87	103,930.10	108,002.45	112,234.89	116,634.70	121,214.67

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**3,685.34**	**3,829.69**	**3,979.78**	**4,135.73**	**4,297.83**	**4,466.62**
Monthly	8,006.84	8,320.46	8,646.55	8,985.37	9,337.55	9,704.26
Annual	96,082.08	99,845.49	103,758.55	107,824.39	112,050.57	116,451.16

(1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the 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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
(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.
(4) Effective Pay Period 01, 2023 (December 25, 2022) the employee to be appointed at the fourth step of Pay Range 4JN.

Effective Pay Period 1, 2026 (December 21, 2025)

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	**3,874.47**	**4,026.22**	**4,183.99**	**4,347.95**	**4,518.40**	**4,695.82**
Monthly	8,417.75	8,747.44	9,090.22	9,446.44	9,816.76	10,202.23
Annual	101,012.97	104,969.30	109,082.59	113,357.27	117,801.14	122,426.73

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	**3,722.19**	**3,867.99**	**4,019.58**	**4,177.09**	**4,340.81**	**4,511.29**
Monthly	8,086.90	8,403.67	8,733.02	9,075.23	9,430.93	9,801.31
Annual	97,042.81	100,844.02	104,796.19	108,902.70	113,171.12	117,615.77

(1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the Fire Captain, or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 4J.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(2) Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.
(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.
(4) Effective Pay Period 01, 2023 (December 25, 2022) the employee to be appointed at the fourth step of Pay Range 4JN.

Effective Pay Period 14, 2026 (June 21, 2026)

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	**3,913.21**	**4,066.48**	**4,225.83**	**4,391.43**	**4,563.58**	**4,742.78**
Monthly	8,501.91	8,834.91	9,181.12	9,540.90	9,914.92	10,304.25
Annual	102,022.97	106,018.94	110,173.42	114,490.85	118,979.05	123,651.05

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	**3,759.41**	**3,906.67**	**4,059.78**	**4,218.86**	**4,384.22**	**4,556.40**
Monthly	8,167.77	8,487.71	8,820.36	9,165.98	9,525.24	9,899.32
Annual	98,013.19	101,852.47	105,844.26	109,991.70	114,302.88	118,791.85

(1) Employees promoted from the Fire Lieutenant or Vehicle Operations Instructor classification to the 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 Fire Chief to perform paramedic services shall receive a 5% annual lump sum pensionable premium payment. 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 Emergency Medical Services intergovernmental agreement between the City of Milwaukee and Milwaukee County.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(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.
(4) Effective Pay Period 01, 2023 (December 25, 2022) the employee to be appointed at the fourth step of Pay Range 4JN.

4KN-Pay Range 806
Official Rate Biweekly

CRASH RECONSTRUCTIONIST (1) (2) (3) (4) (5) (6)
FORENSIC INVESTIGATOR (1) (2) (3) (4) (5) (6)

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	49.38	50.93	52.59
Biweekly	**3,950.35**	**4,074.13**	**4,207.37**
Annual	102,991.27	106,218.39	109,692.14

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

Hourly	49.68	51.23	52.89
Biweekly	**3,974.53**	**4,098.30**	**4,231.59**
Annual	103,621.67	106,848.53	110,323.59

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

Hourly	50.06	51.61	53.27
Biweekly	**4,004.78**	**4,128.53**	**4,261.81**
Annual	104,410.33	107,636.67	111,111.47

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

Hourly	50.21	51.76	53.42
Biweekly	**4,016.88**	**4,140.62**	**4,273.92**
Annual	104,725.80	107,951.88	111,427.20

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:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	46.90	48.37	49.95
Biweekly	**3,751.77**	**3,869.28**	**3,995.85**
Annual	97,814.00	100,877.65	104,177.52

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

Hourly	47.18	48.65	50.24
Biweekly	**3,774.72**	**3,892.25**	**4,018.81**
Annual	98,412.34	101,476.52	104,776.12

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

Hourly	47.54	49.01	50.59
Biweekly	**3,803.45**	**3,920.98**	**4,047.57**
Annual	99,161.37	102,225.55	105,525.93

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

Hourly	47.69	49.16	50.74
Biweekly	**3,814.91**	**3,932.46**	**4,059.04**
Annual	99,460.15	102,524.85	105,824.97

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, 2026 (December 21, 2025)

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

Hourly	52.59	54.62	56.74	58.94	61.22	63.60
Biweekly	**4,207.21**	**4,369.96**	**4,539.10**	**4,715.08**	**4,897.82**	**5,088.12**
Annual	109,687.97	113,931.10	118,340.82	122,928.87	127,693.16	132,654.55

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

Hourly	52.89	54.93	57.04	59.24	61.52	63.90
Biweekly	**4,231.31**	**4,394.06**	**4,563.22**	**4,739.23**	**4,921.96**	**5,112.24**
Annual	110,316.29	114,559.42	118,969.66	123,558.49	128,322.53	133,283.40

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	53.27	55.30	57.42	59.62	61.90	64.28
Biweekly	**4,261.46**	**4,424.21**	**4,593.37**	**4,769.30**	**4,952.09**	**5,142.40**
Annual	111,102.35	115,345.47	119,755.72	124,342.46	129,108.06	134,069.71

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

Hourly	53.42	55.45	57.57	59.77	62.05	64.43
Biweekly	**4,273.47**	**4,436.26**	**4,605.38**	**4,781.39**	**4,964.09**	**5,154.47**
Annual	111,415.47	115,659.63	120,068.83	124,657.67	129,420.92	134,384.39

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	49.95	51.88	53.89	55.98	58.15	60.41
Biweekly	**3,996.07**	**4,150.66**	**4,311.29**	**4,478.42**	**4,652.01**	**4,832.77**
Annual	104,183.25	108,213.63	112,401.49	116,758.80	121,284.54	125,997.22

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

Hourly	50.24	52.17	54.18	56.27	58.44	60.70
Biweekly	**4,018.95**	**4,173.54**	**4,334.19**	**4,501.36**	**4,674.91**	**4,855.65**
Annual	104,779.77	108,810.15	112,998.52	117,356.88	121,881.58	126,593.73

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

Hourly	50.59	52.53	54.54	56.62	58.79	61.05
Biweekly	**4,047.57**	**4,202.15**	**4,362.82**	**4,529.95**	**4,703.55**	**4,884.32**
Annual	105,525.93	109,556.05	113,744.95	118,102.27	122,628.27	127,341.20

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

Hourly	50.74	52.67	54.68	56.77	58.94	61.20
Biweekly	**4,059.02**	**4,213.60**	**4,374.26**	**4,541.41**	**4,715.00**	**4,895.76**
Annual	105,824.45	109,854.57	114,043.20	118,401.04	122,926.78	127,639.45

(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.

Effective Pay Period 1, 2027 (December 20, 2026)

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	54.17	56.26	58.44	60.71	63.06	65.51
Biweekly	**4,333.43**	**4,501.06**	**4,675.27**	**4,856.53**	**5,044.75**	**5,240.76**
Annual	112,978.71	117,349.06	121,890.97	126,616.67	131,523.84	136,634.10

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

Hourly	54.48	56.57	58.75	61.02	63.37	65.82
Biweekly	**4,358.25**	**4,525.88**	**4,700.12**	**4,881.41**	**5,069.62**	**5,265.61**
Annual	113,625.80	117,996.15	122,538.84	127,265.33	132,172.23	137,281.97

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

Hourly	54.87	56.96	59.14	61.40	63.76	66.21
Biweekly	**4,389.30**	**4,556.94**	**4,731.17**	**4,912.38**	**5,100.65**	**5,296.67**
Annual	114,435.32	118,805.93	123,348.36	128,072.76	132,981.23	138,091.75

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

Hourly	55.02	57.12	59.29	61.56	63.91	66.36
Biweekly	**4,401.67**	**4,569.35**	**4,743.54**	**4,924.83**	**5,113.01**	**5,309.10**
Annual	114,757.82	119,129.48	123,670.86	128,397.35	133,303.47	138,415.82

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

Hourly	51.45	53.44	55.51	57.66	59.89	62.22
Biweekly	**4,115.95**	**4,275.18**	**4,440.63**	**4,612.77**	**4,791.57**	**4,977.75**
Annual	107,308.69	111,460.05	115,773.57	120,261.50	124,923.07	129,777.05

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

Hourly	51.74	53.73	55.80	57.96	60.19	62.52
Biweekly	**4,139.52**	**4,298.75**	**4,464.22**	**4,636.40**	**4,815.16**	**5,001.32**
Annual	107,923.20	112,074.55	116,388.59	120,877.57	125,538.10	130,391.55

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

Hourly	52.11	54.10	56.17	58.32	60.56	62.89
Biweekly	**4,169.00**	**4,328.21**	**4,493.70**	**4,665.85**	**4,844.66**	**5,030.85**
Annual	108,691.78	112,842.62	117,157.18	121,645.37	126,307.20	131,161.44

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

Hourly	52.26	54.25	56.32	58.47	60.71	63.03
Biweekly	**4,180.79**	**4,340.01**	**4,505.49**	**4,677.65**	**4,856.45**	**5,042.63**
Annual	108,999.17	113,150.26	117,464.56	121,953.02	126,614.59	131,468.56

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(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.

4MN-Pay Range 813
Official Rate Biweekly

Police Liaison Officer (1) (2) (3) (4) (5) (6) (7)

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	52.32	54.34	56.44	58.63	60.91	63.27
Biweekly	**4,185.35**	**4,347.26**	**4,515.58**	**4,690.60**	**4,872.42**	**5,061.72**
Annual	109,118.05	113,339.28	117,727.62	122,290.64	127,030.95	131,966.27

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

Hourly	52.62	54.64	56.75	58.93	61.21	63.57
Biweekly	**4,209.56**	**4,371.43**	**4,539.75**	**4,714.79**	**4,896.63**	**5,085.93**
Annual	109,749.24	113,969.42	118,357.77	122,921.31	127,662.14	132,597.46

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

Hourly	53.00	55.02	57.13	59.31	61.59	63.95
Biweekly	**4,239.80**	**4,401.70**	**4,570.00**	**4,745.04**	**4,926.85**	**5,116.18**
Annual	110,537.64	114,758.60	119,146.43	123,709.97	128,450.02	133,386.12

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

Hourly	53.15	55.17	57.28	59.46	61.74	64.10
Biweekly	**4,251.88**	**4,413.79**	**4,582.11**	**4,757.12**	**4,938.95**	**5,128.25**
Annual	110,852.58	115,073.81	119,462.15	124,024.91	128,765.48	133,700.80

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

Hourly	49.69	51.61	53.61	55.68	57.84	60.09
Biweekly	**3,974.90**	**4,128.71**	**4,288.56**	**4,454.78**	**4,627.49**	**4,807.24**
Annual	103,631.32	107,641.37	111,808.88	116,142.48	120,645.27	125,331.61

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	49.97	51.90	53.89	55.97	58.13	60.38
Biweekly	**3,997.91**	**4,151.65**	**4,311.53**	**4,477.76**	**4,650.45**	**4,830.23**
Annual	104,231.22	108,239.44	112,407.74	116,741.60	121,243.87	125,930.99

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

Hourly	50.33	52.26	54.25	56.33	58.49	60.74
Biweekly	**4,026.64**	**4,180.41**	**4,340.23**	**4,506.47**	**4,679.17**	**4,858.99**
Annual	104,980.25	108,989.26	113,155.99	117,490.11	121,992.64	126,680.81

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

Hourly	50.48	52.40	54.40	56.47	58.63	60.88
Biweekly	**4,038.12**	**4,191.89**	**4,351.74**	**4,517.96**	**4,690.63**	**4,870.44**
Annual	105,279.55	109,288.56	113,456.08	117,789.67	122,291.42	126,979.33

(7) Employee(s) to be appointed at the fourth step of Pay Range 4MN, including any applicable education. There shall be no annual movement through the range. Negotiated across-the-board increases will be applied.

Pay Range 4MX

Official Rate Biweekly

Wage Rate:

Hourly	57.48	58.63	59.81	61.00
Biweekly	**4,598.62**	**4,690.58**	**4,784.40**	**4,880.08**
Annual	119,564.12	121,955.08	124,394.40	126,882.08

4NX-Pay Range 839

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	58.94	61.22	63.60	66.08	68.65	71.32
Biweekly	**4,715.08**	**4,897.82**	**5,088.12**	**5,286.03**	**5,491.87**	**5,705.86**
Annual	122,928.87	127,693.16	132,654.55	137,814.35	143,180.89	148,759.92

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	59.24	61.52	63.90	66.38	68.95	71.62
Biweekly	**4,739.23**	**4,921.96**	**5,112.24**	**5,310.08**	**5,516.01**	**5,729.96**
Annual	123,558.49	128,322.53	133,283.40	138,441.37	143,810.26	149,388.24

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

Hourly	59.62	61.90	64.28	66.75	69.33	72.00
Biweekly	**4,769.30**	**4,952.09**	**5,142.40**	**5,340.22**	**5,546.12**	**5,760.10**
Annual	124,342.46	129,108.06	134,069.71	139,227.16	144,595.27	150,174.03

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

Hourly	59.77	62.05	64.43	66.90	69.48	72.15
Biweekly	**4,781.39**	**4,964.09**	**5,154.47**	**5,352.24**	**5,558.17**	**5,772.18**
Annual	124,657.67	129,420.92	134,384.39	139,540.54	144,909.43	150,488.98

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	55.98	58.15	60.41	62.76	65.20	67.74
Biweekly	**4,478.42**	**4,652.01**	**4,832.77**	**5,020.74**	**5,216.27**	**5,419.51**
Annual	116,758.80	121,284.54	125,997.22	130,897.86	135,995.61	141,294.36

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

Hourly	56.27	58.44	60.70	63.04	65.49	68.03
Biweekly	**4,501.36**	**4,674.91**	**4,855.65**	**5,043.58**	**5,239.17**	**5,442.38**
Annual	117,356.88	121,881.58	126,593.73	131,493.33	136,592.64	141,890.62

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

Hourly	56.62	58.79	61.05	63.40	65.85	68.39
Biweekly	**4,529.95**	**4,703.55**	**4,884.32**	**5,072.24**	**5,267.74**	**5,471.01**
Annual	118,102.27	122,628.27	127,341.20	132,240.54	137,337.50	142,637.04

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

Hourly	56.77	58.94	61.20	63.55	65.99	68.53
Biweekly	**4,541.41**	**4,715.00**	**4,895.76**	**5,083.65**	**5,279.21**	**5,482.47**
Annual	118,401.04	122,926.78	127,639.45	132,538.01	137,636.54	142,935.82

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

Effective Pay Period 1, 2027 (December 20, 2026)

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Hourly	60.71	63.06	65.51	68.06	70.71	73.46
Biweekly	**4,856.53**	**5,044.75**	**5,240.76**	**5,444.61**	**5,656.63**	**5,877.04**
Annual	126,616.67	131,523.84	136,634.10	141,948.76	147,476.42	153,222.83

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

Hourly	61.02	63.37	65.82	68.37	71.02	73.77
Biweekly	**4,881.41**	**5,069.62**	**5,265.61**	**5,469.38**	**5,681.49**	**5,901.86**
Annual	127,265.33	132,172.23	137,281.97	142,594.55	148,124.56	153,869.92

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

Hourly	61.40	63.76	66.21	68.76	71.41	74.16
Biweekly	**4,912.38**	**5,100.65**	**5,296.67**	**5,500.43**	**5,712.50**	**5,932.90**
Annual	128,072.76	132,981.23	138,091.75	143,404.06	148,933.03	154,679.18

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

Hourly	61.56	63.91	66.36	68.91	71.56	74.32
Biweekly	**4,924.83**	**5,113.01**	**5,309.10**	**5,512.81**	**5,724.92**	**5,945.35**
Annual	128,397.35	133,303.47	138,415.82	143,726.83	149,256.84	155,003.76

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	57.66	59.89	62.22	64.64	67.16	69.78
Biweekly	**4,612.77**	**4,791.57**	**4,977.75**	**5,171.36**	**5,372.76**	**5,582.10**
Annual	120,261.50	124,923.07	129,777.05	134,824.74	140,075.53	145,533.32

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

Hourly	57.96	60.19	62.52	64.94	67.45	70.07
Biweekly	**4,636.40**	**4,815.16**	**5,001.32**	**5,194.89**	**5,396.35**	**5,605.65**
Annual	120,877.57	125,538.10	130,391.55	135,438.20	140,690.55	146,147.30

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

Hourly	58.32	60.56	62.89	65.31	67.82	70.44
Biweekly	**4,665.85**	**4,844.66**	**5,030.85**	**5,224.41**	**5,425.77**	**5,635.14**
Annual	121,645.37	126,307.20	131,161.44	136,207.83	141,457.57	146,916.15

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

Hourly	58.47	60.71	63.03	65.45	67.97	70.59
Biweekly	**4,677.65**	**4,856.45**	**5,042.63**	**5,236.16**	**5,437.59**	**5,646.94**
Annual	121,953.02	126,614.59	131,468.56	136,514.17	141,765.74	147,223.79

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 4OX

Official Rate Biweekly

Wage Rate:

Hourly	61.52	62.75	64.01	65.29
Biweekly	**4,921.59**	**5,020.01**	**5,120.41**	**5,222.82**
Annual	127,961.34	130,520.26	133,130.66	135,793.32

4PX-Pay Range 842

Official Rate Biweekly

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

Effective Pay Period 1, 2026 (December 21, 2025)

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

Hourly	66.08	68.65	71.32	74.11	77.00	80.01
Biweekly	**5,286.03**	**5,491.87**	**5,705.86**	**5,928.51**	**6,160.00**	**6,400.79**
Annual	137,814.35	143,180.89	148,759.92	154,564.72	160,600.00	166,877.74

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

Hourly	66.38	68.95	71.62	74.41	77.30	80.31
Biweekly	**5,310.08**	**5,515.91**	**5,729.96**	**5,952.58**	**6,184.09**	**6,424.87**
Annual	138,441.37	143,807.65	149,388.24	155,192.26	161,228.06	167,505.54

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

Hourly	66.75	69.33	72.00	74.78	77.68	80.69
Biweekly	**5,340.22**	**5,546.12**	**5,760.10**	**5,982.75**	**6,214.25**	**6,454.98**
Annual	139,227.16	144,595.27	150,174.03	155,978.84	162,014.37	168,290.55

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

Hourly	66.90	69.48	72.15	74.93	77.83	80.84
Biweekly	**5,352.24**	**5,558.17**	**5,772.18**	**5,994.77**	**6,226.27**	**6,467.04**
Annual	139,540.54	144,909.43	150,488.98	156,292.21	162,327.75	168,604.97

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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	62.76	65.20	67.74	70.39	73.14	75.99
Biweekly	**5,020.74**	**5,216.27**	**5,419.51**	**5,630.98**	**5,850.84**	**6,079.50**
Annual	130,897.86	135,995.61	141,294.36	146,807.69	152,539.75	158,501.25

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

Hourly	63.04	65.49	68.03	70.67	73.42	76.28
Biweekly	**5,043.58**	**5,239.17**	**5,442.38**	**5,653.83**	**5,873.72**	**6,102.43**
Annual	131,493.33	136,592.64	141,890.62	147,403.42	153,136.27	159,099.06

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

Hourly	63.40	65.85	68.39	71.03	73.78	76.64
Biweekly	**5,072.24**	**5,267.74**	**5,471.01**	**5,682.50**	**5,902.36**	**6,131.03**
Annual	132,240.54	137,337.50	142,637.04	148,150.89	153,882.95	159,844.71

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

Hourly	63.55	65.99	68.53	71.17	73.92	76.78
Biweekly	**5,083.65**	**5,279.21**	**5,482.47**	**5,693.93**	**5,913.82**	**6,142.49**
Annual	132,538.01	137,636.54	142,935.82	148,448.89	154,181.73	160,143.49

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

Effective Pay Period 1, 2027 (December 20, 2026)

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

Hourly	68.06	70.71	73.46	76.33	79.31	82.41
Biweekly	**5,444.61**	**5,656.63**	**5,877.04**	**6,106.37**	**6,344.80**	**6,592.81**
Annual	141,948.76	147,476.42	153,222.83	159,201.79	165,418.00	171,883.97

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

Hourly	68.37	71.02	73.77	76.64	79.62	82.72
Biweekly	**5,469.38**	**5,681.39**	**5,901.86**	**6,131.16**	**6,369.61**	**6,617.62**
Annual	142,594.55	148,121.95	153,869.92	159,848.10	166,064.83	172,530.80

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

Hourly	68.76	71.41	74.16	77.03	80.01	83.11
Biweekly	**5,500.43**	**5,712.50**	**5,932.90**	**6,162.23**	**6,400.68**	**6,648.63**
Annual	143,404.06	148,933.03	154,679.18	160,658.14	166,874.87	173,339.28

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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

Hourly	68.91	71.56	74.32	77.18	80.16	83.26
Biweekly	**5,512.81**	**5,724.92**	**5,945.35**	**6,174.61**	**6,413.06**	**6,661.05**
Annual	143,726.83	149,256.84	155,003.76	160,980.90	167,197.63	173,663.09

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	64.64	67.16	69.78	72.50	75.33	78.27
Biweekly	**5,171.36**	**5,372.76**	**5,582.10**	**5,799.91**	**6,026.37**	**6,261.89**
Annual	134,824.74	140,075.53	145,533.32	151,211.94	157,116.07	163,256.41

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

Hourly	64.94	67.45	70.07	72.79	75.62	78.57
Biweekly	**5,194.89**	**5,396.35**	**5,605.65**	**5,823.44**	**6,049.93**	**6,285.50**
Annual	135,438.20	140,690.55	146,147.30	151,825.40	157,730.31	163,871.96

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

Hourly	65.31	67.82	70.44	73.16	75.99	78.94
Biweekly	**5,224.41**	**5,425.77**	**5,635.14**	**5,852.98**	**6,079.43**	**6,314.96**
Annual	136,207.83	141,457.57	146,916.15	152,595.55	158,499.42	164,640.02

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

Hourly	65.45	67.97	70.59	73.31	76.14	79.08
Biweekly	**5,236.16**	**5,437.59**	**5,646.94**	**5,864.75**	**6,091.23**	**6,326.76**
Annual	136,514.17	141,765.74	147,223.79	152,902.41	158,807.06	164,947.67

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

Pay Range 4QX
Official Rate Biweekly

Wage Rate:

Hourly	49.70	69.59
Biweekly	**3,976.29**	**5,567.07**
Annual	103,383.54	144,743.82

Pay Range 4RX

Official Rate Biweekly

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	52.98	74.17
Biweekly	**4,238.36**	**5,933.83**
Annual	110,197.36	154,279.58

Pay Range 4SN

Official Rate Biweekly

BATTALION CHIEF, FIRE (1) (2) (3)

Wage Rate:

Hourly	60.42	81.43
Biweekly	**4,833.92**	**6,514.60**
Annual	125,681.92	169,379.60

(1) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary.
(2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
(3) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

Pay Range 4SX
Official Rate Biweekly

Wage Rate:

Hourly	56.47	79.06
Biweekly	**4,517.85**	**6,324.83**
Annual	117,464.10	164,445.58

Pay Range 4TN

Official Rate Biweekly

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	66.46	86.79
Biweekly	**5,317.31**	**6,943.59**
Annual	138,250.06	180,533.34

(1) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary.
(2) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.
(3) An employee promoted to this title will be paid at the step that is higher than the employee's previous rate of pay. An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee.

Pay Range 4UX
Official Rate Biweekly

INSPECTOR OF POLICE (1)

Wage Rate:

Hourly	74.08	92.00
Biweekly	**5,926.98**	**7,360.23**
Annual	154,101.48	191,365.98

(1) Recruitment may be at any point in the range with the approval of the Department of Employee Relations and the Chair of Finance and Personnel.

Pay Range 4XX

Official Rate Biweekly

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

Wage Rate:

Hourly	75.99	109.58
Biweekly	**6,079.35**	**8,766.12**
Annual	158,063.10	227,919.12

(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:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	5,327.89	5,487.71	5,650.72	5,817.48	5,933.83
Annual	138,525.14	142,680.46	146,918.72	151,254.48	154,279.58

(2) Effective Pay Period 8, 2026, employees who hold and Emergency Medical Technician II (EMT-II) license shall receive a 5% biweekly non-base building, pensionable premium payment. This premium shall be calculated as 5% of the employee's applicable annual base salary.

(3) Effective Pay Period 10, 2022, employees who hold an EMT-II Certification, and who remain available for assignment as a paramedic, shall be eligible for a 1%, non-base building, but pensionable supplement, payable on a biweekly basis.

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

(5) An employee promoted into this title may be placed at any rate in the pay range with the approval of the Labor Negotiator and the Chair of the Finance and Personnel Committee

Pay Range 4ZX
Official Rate Biweekly

CHIEF OF POLICE (1)
FIRE CHIEF (1)

Wage Rate:

Hourly	85.38	123.12
Biweekly	**6,830.75**	**9,849.61**
Annual	177,599.50	256,089.86

(1) Recruitment may be at any rate in the pay range with the approval of the Fire and Police Commission.

SECTION 5: PARAPROFESSIONALS

Pay Range 5AN
Official Rate Biweekly

LIBRARY CIRCULATION SERVICES REPRESENTATIVE
LIBRARY TECHNICAL SERVICES SPECIALIST

Wage Rate:

Hourly	19.63	25.27
Biweekly	**1,570.23**	**2,021.65**
Annual	40,825.98	52,562.90

Pay Range 5BN
Official Rate Biweekly

LIBRARY AUDIO MACHINE TECHNICIAN (2)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

PUBLIC HEALTH AIDE (1)

Wage Rate:

Hourly	20.61	26.53
Biweekly	**1,648.73**	**2,122.75**
Annual	42,866.98	55,191.50

(1) Recruitment is at:

Biweekly	1,675.42
Annual	43,560.92

(2) Recruitment is at:

Biweekly	1,727.27
Annual	44,909.02

Pay Range 5CN
Official Rate Biweekly

COURT CASEWORKER (2) (3)
MEDICAL ASSISTANT (2) (3)
UNIFIED CALL CENTER REPRESENTATIVE 1 (1)

Wage Rate:

Hourly	21.64	27.86
Biweekly	**1,731.19**	**2,228.92**
Annual	45,010.94	57,951.92

(1) Recruitment is at:

Biweekly	1,768.35
Annual	45,977.10

(2) Recruitment is at:

Biweekly	1,849.38
Annual	48,083.88

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

Pay Range 5DN
Official Rate Biweekly

PARKING ENFORCEMENT OFFICER (1) (2)

Wage Rate:

Hourly	22.72	29.25
Biweekly	**1,817.73**	**2,340.31**
Annual	47,260.98	60,848.06

(1) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	1,891.69
Annual	49,183.94

(2) For DPW positions, incumbents to be paid rates consistent with a promotion to a Parking Enforcement Supervisor in Pay Range 1CX when assigned to perform the work of a Parking Enforcement Supervisor.

Pay Range 5EN
Official Rate Biweekly

COMMUNICATIONS ASSISTANT – SENIOR (1)
FORENSIC IDENTIFICATION PROCESSOR (3)
LEAD PARKING ENFORCEMENT OFFICER (2)
TOW LOT ASSISTANT III (1)
UNIFIED CALL CENTER REPRESENTATIVE 2 (2)

Wage Rate:

Hourly	23.62	30.42
Biweekly	**1,889.96**	**2,433.33**
Annual	49,138.96	63,266.58

(1) Recruitment is at:

Biweekly	1,899.96
Annual	49,398.96

(2) Recruitment is at:

Biweekly	1,986.31
Annual	51,644.06

(3) Recruitment is at:

Biweekly	1,968.54
Annual	51,182.04

Pay Range 5FN
Official Rate Biweekly

COMMUNICATIONS ASSISTANT – LEAD (1) (4) (5)
DEFERRED COMPENSATION PLAN SERVICES ASSISTANT (2)
INTERNET ANALYST (3)
LIBRARY CIRCULATION SERVICES REPRESENTATIVE – LEAD (1)
LIBRARY COMMUNICATIONS ASSISTANT (1)
LIBRARY TECHNICAL SERVICES SPECIALIST – LEAD (1)

Wage Rate:

Hourly	24.81	31.94
Biweekly	**1,984.46**	**2,555.00**
Annual	51,595.96	66,430.00

(1) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	1,999.50
Annual	51,987.00

(2) Recruitment is at:

Biweekly	2,014.04
Annual	52,365.04

(3) Recruitment is at:

Biweekly	2,030.15
Annual	52,783.90

(4) For DPW positions, incumbents to be paid rates consistent with a promotion to a Parking Enforcement Supervisor in Pay Range 1CX when assigned to perform the work of a Parking Enforcement Supervisor.

(5) Additional 5% when assigned citation review.

Pay Range 5GN

Official Rate Biweekly

ACCOUNTING ASSISTANT III
ACCOUNTING PROGRAM ASSISTANT III (1)
ASSESSMENT ACCOUNTING ASSISTANT
ERS ACCOUNTING ASSISTANT
ERS FISCAL SERVICES ASSISTANT (4)
INTERNET ANALYST - SENIOR (5)
LIBRARY COPY CATALOGING SPECIALIST
OFFICE COORDINATOR
OFFICE COORDINATOR II (3)
PAYROLL ASSISTANT 1 (2)
PROGRAM ASSISTANT I
TOW LOT ASSISTANT LEAD
WIC CLIENT SERVICES ASSISTANT 1 (2)

Wage Rate:

Hourly	25.65	33.02
Biweekly	**2,051.96**	**2,641.91**
Annual	53,350.96	68,689.66

(1) Recruitment is at:

Biweekly	2,092.35
Annual	54,401.10

(2) Recruitment is at:

Biweekly	2,093.00
Annual	54,418.00

(3) Recruitment is at:

Biweekly	2,101.85
Annual	54,648.10

(4) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,114.97
Annual	54,989.22

(5) Recruitment is at:

Biweekly	2,131.65
Annual	55,422.90

Pay Range 5HN
Official Rate Biweekly

ASSESSMENT SERVICES ASSISTANT – SENIOR (2)
COMMUNITY SERVICE OFFICER (2)
COURT ACCOUNTING ASSISTANT – SENIOR (2)
FIRE RECORDS SPECIALIST
LICENSE SPECIALIST I
PAYROLL ASSISTANT 2 (3)
POLICE RECORDS SPECIALIST II
WIC CLIENT SERIVCES ASSISTANT 2 (3)

Wage Rate:

Hourly	26.79	34.50
Biweekly	**2,143.38**	**2,759.61**
Annual	55,727.88	71,749.86

(1) Recruitment is at:

Biweekly	2,147.77
Annual	55,842.02

(2) Recruitment is at:

Biweekly	2,186.23
Annual	56,841.98

(3) Recruitment is at:

Biweekly	2,197.65
Annual	57,138.90

Pay Range 5IN
Official Rate Biweekly

ADMINISTRATIVE ASSISTANT III
BOZA ADMINISTRATIVE ASSISTANT – LEAD (4)
CLINIC OFFICE COORDINATOR
EMERGENCY COMMUNICATIONS OFFICER I (1) (6) (9)
FACILITIES PROGRAM SPECIALIST (8)
HEALTH ACCESS ASSISTANT
HEALTH ADMINISTRATIVE SPECIALIST 1

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

HEALTH PROJECT ASSISTANT
IT SUPPORT ASSOCIATE (4)
LEAD ENROLLMENT COORDINATOR (5)
LEGAL OFFICE ASSISTANT – SENIOR (2)
LICENSE SPECIALIST II
MUNICIPAL COURT CLERK 1 (3) (7)
PAYROLL ASSISTANT 3 (5)
POLICE RECORDS SPECIALIST III
PROGRAM ASSISTANT II
PUBLIC WORKS DISPATCHER 1 (1)
UNIFIED CALL CENTER REPRESENTATIVE 3 (1)
WIC CLIENT SERVICES ASSISTANT 3 (5)

Wage Rate:

Hourly	27.70	35.67
Biweekly	**2,216.15**	**2,853.30**
Annual	57,619.90	74,185.80

(1) Recruitment is at:

Biweekly	2,231.29
Annual	58,013.54

(2) Recruitment is at:

Biweekly	2,241.35
Annual	58,275.10

(3) Recruitment is at:

Biweekly	2,260.81
Annual	58,781.06

(4) Recruitment is at:

Biweekly	2,295.55
Annual	59,684.30

(5) Recruitment is at:

Biweekly	2,307.55
Annual	59,996.30

(6) Incumbents assigned to provide intermittent on-the-job peer training to be paid an additional 5%.

(7) Incumbents assigned to a Municipal Branch to be paid an additional 3% for the duration of the assignment

(8) Recruitment is at:

Biweekly	2,260.46
Annual	58,771.96

(9) Incumbents in training for a higher Emergency Communications Officer title to receive a 3% incentive.

Pay Range 5JN

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

ADMINISTRATIVE ASSISTANT IV (2)
ASSESSMENT SERVICES SPECIALIST (2)
BENEFITS SERVICES SPECIALIST (2)
DPW PAYROLL SERVICES ASSISTANT (2)
EMERGENCY COMMUNICATIONS OFFICER II (1) (7) (8)
ERS SERVICES SPECIALIST (2)
FIRE BUSINESS SERVICES SPECIALIST (2)
HEALTH ADMINISTRATIVE SPECIALIST 2 (5)
HUMAN RESOURCES ASSISTANT (2)
LEGAL OFFICE ASSISTANT – LEAD (3)
LICENSE SPECIALIST III (1)
MUNICIPAL COURT CLERK 2 (3) (4)
POLICE SERVICES SPECIALIST – INVESTIGATOR (2) (6)
PROGRAM ASSISTANT III (2)
PUBLIC WORKS DISPATCHER 2 (1)
TAX ENFORCEMENT SPECIALIST (3)
TRANSPORTATION ACCOUNTING ASSISTANT (2)
WATER PROGRAM ASSISTANT (2)

Wage Rate:

Hourly	28.86	37.16
Biweekly	**2,309.08**	**2,972.94**
Annual	60,036.08	77,296.44

(1) Recruitment is at:

Biweekly	2,345.12
Annual	60,973.12

(2) Recruitment is at:

Biweekly	2,393.42
Annual	62,228.92

(3) Recruitment is at:

Biweekly	2,398.27
Annual	62,355.02

(4) Incumbents assigned to a Municipal Branch to be paid an additional 3% for the duration of the assignment.

(5) Recruitment is at:

Biweekly	2,326.96
Annual	60,500.96

(6) Employees shall receive an additional ($.65) per hour when they are assigned to act as a lead worker. This additional pay shall not be included in base salary for determining fringe benefits.

(7) Incumbents assigned to provide intermittent on-the-job peer training to be paid an additional 5%.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(8) Incumbents in training for a higher Emergency Communications Officer title to receive a 3% incentive.

Pay Range 5KN
Official Rate Biweekly

ADMINISTRATIVE SERVICES COORDINATOR (2)
DOCKETING SPECIALIST (3)
HEALTH ADMINISTRATIVE SPECIALIST 3 (1)
WATER BILLING SPECIALIST (1)
WATER COLLECTIONS SPECIALIST (1)

Wage Rate:

Hourly	30.31	39.02
Biweekly	**2,424.54**	**3,121.61**
Annual	63,038.04	81,161.86

(1) Recruitment is at:

Biweekly	2,443.46
Annual	63,529.96

(2) Recruitment is at:

Biweekly	2,471.69
Annual	64,263.94

(3) Recruitment is at:

Biweekly	2,446.23
Annual	63,601.98

Pay Range 5LN
Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER III (1) (2) (4) (5)
LIBRARY SECURITY INVESTIGATOR (3)

Wage Rate:

Hourly	31.45	40.49
Biweekly	**2,515.69**	**3,238.96**
Annual	65,407.94	84,212.96

(1) Incumbents assigned to provide intermittent on-the-job peer training to be paid an additional 5%.
(2) Recruitment is at:

Biweekly	2,566.00
Annual	66,716.00

(3) Recruitment is at:

Biweekly	2,576.62

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	66,992.12

(4) Incumbents in training for a higher Emergency Communications Officer title to receive a 3% incentive.
(5) Jasmine Salley is authorized to be paid the wage rate of $3,431.96 biweekly, $89,230.96 annually. This employee will be paid this rate until such a time as the pay range increases to include their wage rate.

Pay Range 5MN
Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER IV (1) (2) (3)

Wage Rate:

Hourly	33.02	42.51
Biweekly	**2,641.46**	**3,400.86**
Annual	68,677.96	88,422.36

(1) Recruitment is at:

Biweekly	2,694.31
Annual	70,052.06

(2) Incumbents assigned to provide intermittent on-the-job peer training to be paid an additional 5%.
(3) Incumbents in training for a higher Emergency Communications Officer title to receive a 3% incentive.

Pay Range 5NN
Official Rate Biweekly

EMERGENCY COMMUNICATIONS OFFICER V (1) (2)

Wage Rate:

Hourly	34.67	44.64
Biweekly	**2,773.54**	**3,570.89**
Annual	72,112.04	92,843.14

(1) Recruitment is at:

Biweekly	2,829.04
Annual	73,555.04

(2) Incumbents assigned to provide intermittent on-the-job peer training to be paid an additional 5%.

SECTION 6: ADMINISTRATIVE SUPPORT

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 6AN
Official Rate Biweekly

FIRE CADET (1)
POLICE AIDE (1)

Wage Rate:

Hourly	17.51	21.64
Biweekly	**1,400.81**	**1,731.39**
Annual	36,421.06	45,016.14

(1) Recruitment is at:

Biweekly	1,427.46
Annual	37,113.96

Pay Range 6BN
Official Rate Biweekly

OFFICE ASSISTANT I
OFFICE CLERK II

Wage Rate:

Hourly	17.84	22.05
Biweekly	**1,427.46**	**1,764.35**
Annual	37,113.96	45,873.10

Pay Range 6CN
Official Rate Biweekly

Wage Rate:

Hourly	18.68	23.08
Biweekly	**1,494.19**	**1,846.79**
Annual	38,848.94	48,016.54

Pay Range 6DN
Official Rate Biweekly

ASSESSMENT SERVICES CLERK
MAIL PROCESSOR
OFFICE ASSISTANT II

Wage Rate:

Hourly	19.63	24.26
Biweekly	**1,570.23**	**1,940.80**
Annual	40,825.98	50,460.80

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 6EN
Official Rate Biweekly

COMMUNICATIONS ASSISTANT I
TOW LOT ASSISTANT I

Wage Rate:

Hourly	19.95	24.66
Biweekly	**1,595.92**	**1,972.53**
Annual	41,493.92	51,285.78

Pay Range 6FN
Official Rate Biweekly

Wage Rate:

Hourly	20.75	25.64
Biweekly	**1,659.73**	**2,051.44**
Annual	43,152.98	53,337.44

Pay Range 6GN
Official Rate Biweekly

ASSESSMENT SERVICES ASSISTANT 1
BOZA ADMINISTRATIVE ASSISTANT 1
COURT SERVICES ASSISTANT 1 (1)
CUSTOMER SERVICE REPRESENTATIVE I
OFFICE ASSISTANT III
POLICE RECORDS SPECIALIST I

Wage Rate:

Hourly	21.59	26.69
Biweekly	**1,727.27**	**2,134.91**
Annual	44,909.02	55,507.66

(1) Recruitment is at:

Biweekly	1,761.82
Annual	45,807.32

Pay Range 6HN
Official Rate Biweekly

ACCOUNTING ASSISTANT I (1)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ADMINISTRATIVE ASSISTANT I (1)
COMMUNICATIONS ASSISTANT II (1)
CUSTOMER SERVICE REPRESENTATIVE II (1)
TOW LOT ASSISTANT II (1)

Wage Rate:

Hourly	22.22	27.47
Biweekly	**1,777.92**	**2,197.51**
Annual	46,225.92	57,135.26

(1) Recruitment is at:

Biweekly	1,779.08
Annual	46,256.08

Pay Range 6IN
Official Rate Biweekly

ASSESSMENT SERVICES ASSISTANT 2
COURT SERVICES ASSISTANT 2 (1)
PAYROLL CLERK 1

Wage Rate:

Hourly	22.67	28.02
Biweekly	**1,813.46**	**2,241.64**
Annual	47,149.96	58,282.64

(1) Recruitment is at:

Biweekly	1,849.88
Annual	48,096.88

Pay Range 6JN
Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT I (1)

Wage Rate:

Hourly	23.25	28.74
Biweekly	**1,859.88**	**2,298.84**
Annual	48,356.88	59,769.84

(1) Recruitment is at:

Biweekly	1,862.54
Annual	48,426.04

Pay Range 6KN

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

ACCOUNTING ASSISTANT II (1)
ADMINISTRATIVE ASSISTANT II (3)
ASSESSMENT SERVICES ASSISTANT 3 (3)
BOZA ADMINISTRATIVE ASSISTANT 2 (3)
COMMUNICATIONS ASSISTANT III (3)
COURT ACCOUNTING ASSISTANT (2)
CUSTOMER SERVICE REPRESENTATIVE III (3) (5)
LEGAL OFFICE ASSISTANT 1 (4)
OFFICE ASSISTANT IV (3)
PAYROLL CLERK 2 (2)
POLICE DISTRICT ADMINISTRATIVE ASSISTANT (3)
POLICE SERVICES SPECIALIST (3)
TELLER (3)

Wage Rate:

Hourly	23.60	29.17
Biweekly	**1,888.27**	**2,333.90**
Annual	49,095.02	60,681.40

(1) Recruitment is at:

Biweekly	1,889.96
Annual	49,138.96

(2) Recruitment is at:

Biweekly	1,897.08
Annual	49,324.08

(3) Recruitment is at:

Biweekly	1,899.96
Annual	49,398.96

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

Biweekly	1,926.04
Annual	50,077.04

(5) 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 6LN
Official Rate Biweekly

COMMUNICATIONS ASSISTANT IV (1)
PAYROLL CLERK 3 (2)

Wage Rate:

Hourly	24.50	30.28
Biweekly	**1,960.15**	**2,422.76**

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	50,963.90	62,991.76

(1) Recruitment is at:

Biweekly	1,989.46
Annual	51,725.96

(2) Recruitment is at:

Biweekly	1,999.35
Annual	51,983.10

Pay Range 6MN
Official Rate Biweekly

ACCOUNTING PROGRAM ASSISTANT II
ADMINISTRATIVE SERVICES ASSISTANT
COMMUNICATIONS ASSISTANT V
LEGAL OFFICE ASSISTANT 2 (1)

Wage Rate:

Hourly	25.44	31.44
Biweekly	**2,035.27**	**2,515.58**
Annual	52,917.02	65,405.08

(1) Recruitment is at:

Biweekly	2,082.14
Annual	54,135.64

SECTION 7: SKILLED CRAFT

Pay Range 7AN
Official Rate Biweekly

CARPENTER 1 (3) (6)
CEMENT FINISHER HELPER 1 (3) (6)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 1 (5) (8)
MACHINIST 1 (2) (9)
PAINTER 1 (6)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 1 (4)
RENT ASSISTANCE INSPECTOR 1 (5)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 1 (5) (8)
WELDER 1 (1) (7) (9)

Wage Rate:

Hourly	22.06	29.80

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	**1,765.11**	**2,383.77**
Annual	45,892.86	61,978.02

(1) Recruitment is at:

Biweekly	1,797.20
Annual	46,727.20

(2) Recruitment is at:

Biweekly	1,842.04
Annual	47,893.04

(3) Recruitment is at:

Biweekly	1,885.39
Annual	49,020.14

(4) Recruitment is at:

Biweekly	1,898.03
Annual	49,348.78

(5) Recruitment is at:

Biweekly	1,992.93
Annual	51,816.18

(6) 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.
(7) Employees will receive an additional 5% incentive for lead work.
(8) Employees will receive an additional 5% when performing special assignments.
(9) Positions within the Fire Department receive an additional 5% when performing special assignments.

Pay Range 7BN
Official Rate Biweekly

EQUIPMENT AND TOOL MECHANIC 1 (3)
FIRE UPHOLSTERER (2)
HVAC MAINTENANCE TECHNICIAN 1 (5) (6)
INDUSTRIAL MACHINE REPAIR MECHANIC 1
IRONWORKER 1 (1) (4)
TIRE REPAIR WORKER (2) (7) (8)

Wage Rate:

Hourly	24.10	31.15
Biweekly	**1,927.80**	**2,491.98**
Annual	50,122.80	64,791.48

(1) Recruitment is at:

Biweekly	1,971.00
Annual	51,246.00

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(2) Recruitment is at:

Biweekly	2,024.51
Annual	52,637.26

(3) Recruitment is at:

Biweekly	2,030.86
Annual	52,802.36

(4) 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.
(5) Employees will receive an addition 5% when performing special assignments.
(6) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to oversight duties for a full shift.
(7) Employees will receive an additional 3% incentive for special assignments.
(8) Employees will receive an additional 5% incentive for lead work.

Pay Range 7CN
Official Rate Biweekly

BRICKLAYER HELPER 1 (6)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 2 (1) (8)
COMPRESSED AIR TECHNICIAN (4)
EQUIPMENT AND TOOL MECHANIC 2 (2)
MASON HELPER 1 (6)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 2 (5) (8)
RENT ASSISTANCE INSPECTOR 2 (1)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 2 (1) (8)
WELDER 2 (3) (9)

Wage Rate:

Hourly	25.49	33.33
Biweekly	**2,039.45**	**2,666.79**
Annual	53,025.70	69,336.54

(1) Recruitment is at:

Biweekly	2,092.57
Annual	54,406.82

(2) Recruitment is at:

Biweekly	2,132.43
Annual	55,443.18

(3) Recruitment is at:

Biweekly	2,139.53
Annual	55,627.78

(4) Recruitment is at:

Biweekly	2,231.99

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	58,031.74

(5) Recruitment is at:

Biweekly	2,372.52
Annual	61,685.52

(6) 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.
(7) Employees will receive an additional 5% incentive for lead work.
(8) Employees will receive an additional 5% when performing special assignments.
(9) Positions within the Fire Department receive an additional 5% when performing special assignments.

Pay Range 7DN
Official Rate Biweekly

COMMERCIAL CODE ENFORCEMENT INSPECTOR 3 (1) (8)
EQUIPMENT AND TOOL MECHANIC 3 (3)
MACHINIST 2 (4) (9)
PAINTER 2 (2) (7)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 3 (1) (8)
URBAN FORESTRY ARBORIST APPRENTICE (5) (6)

Wage Rate:

Hourly	26.82	34.87
Biweekly	**2,145.85**	**2,789.58**
Annual	55,792.10	72,529.08

(1) Recruitment is at:

Biweekly	2,197.20
Annual	57,127.20

(2) Recruitment is at:

Biweekly	2,206.38
Annual	57,365.88

(3) Recruitment is at:

Biweekly	2,239.02
Annual	58,214.52

(4) Recruitment is at:

Biweekly	2,302.53
Annual	59,865.78

(5) Recruitment is at step one of the following range. An employee will advance to step 2 upon passing probation. An employee will advance to step 3 and step 4 following 2080 hours of successful performance at the previous steps.

Biweekly	1,928.08	2,056.64	2,185.16	2,313.72
Annual	50,130.08	53,472.64	56,814.16	60,156.72

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(6) 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.
(7) 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.
(8) Employees will receive an additional 5% when performing special assignments.
(9) Positions within the Fire Department receive an additional 5% when performing special assignments.

Pay Range 7EN
Official Rate Biweekly

BOILER INSPECTOR 1 (3)
BUILDING CONSTRUCTION INSPECTOR 1 (7)
CARPENTER 2 (5) (8)
CEMENT FINISHER HELPER 2 (5) (8)
COMMERCIAL CODE ENFORCEMENT INSPECTOR 4 (1) (10)
EMERGENCY VEHICLE MECHANIC 1 (4) (10)
EQUIPMENT AND TOOL MECHANIC LEAD (4) (9)
FIRE PROTECTION ENGINEER 1
HVAC MAINTENANCE TECHNICIAN 2 (2) (10) (11)
INDUSTRIAL MACHINE REPAIR MECHANIC 2 (2)
NURSERY SPECIALIST (6) (14) (15)
RESIDENTIAL CODE ENFORCEMENT INSPECTOR 4 (1) (10)
URBAN FORESTRY SPECIALIST (6) (15) (16) (17)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 1 (4)
VEHICLE SERVICE WRITER (4) (13) (14)
VEHICLE SERVICES TECHNICIAN 1 (4) (12)

Wage Rate:

Hourly	28.05	37.87
Biweekly	**2,243.96**	**3,029.25**
Annual	58,342.96	78,760.50

(1) Recruitment is at:

Biweekly	2,307.05
Annual	59,983.30

(2) Recruitment is at:

Biweekly	2,313.36
Annual	60,147.36

(3) Recruitment is at:

Biweekly	2,343.45

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	60,929.70

(4) Recruitment is at:

Biweekly	2,350.98
Annual	61,125.48

(5) Recruitment is at:

Biweekly	2,356.75
Annual	61,275.50

(6) Recruitment is at:

Biweekly	2,429.41
Annual	63,164.66

(7) Recruitment is at:

Biweekly	2,535.33
Annual	65,918.58

(8) 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.
(9) Employees in DPW – Forestry who are assigned shop oversight duties shall receive an additional 5%
(10) Employees will receive an addition 5% when performing special assignments.
(11) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to oversight duties for a full shift.
(12) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
(13) Employees will receive an additional 3% when performing special assignments.
(14) Additional 5% biweekly when performing Lead Worker duties.
(15) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
(16) Additional 3% biweekly when assigned to operate the Grapple Saw.
(17) Additional 5% biweekly when performing core forestry duties.

Pay Range 7FN
Official Rate Biweekly

ELECTRICAL INSPECTOR 1 (1)
EMERGENCY VEHICLE MECHANIC 2 (4) (12)
ENVIRONMENTAL RISK OFFICER 1 (3)
IRONWORKER 2 (5)
NURSERY CREW LEADER (2) (8) (9)
PLAN EXAMINER SPECIALIST 1 (13)
URBAN FORESTRY CREW LEADER (2) (6) (9) (10)
URBAN FORESTRY TECHNICIAN (2) (7)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 2 (4)
VEHICLE SERVICES TECHNICIAN 2 (4) (11)

Wage Rate:

Hourly	30.80	39.92
Biweekly	**2,463.73**	**3,193.95**

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	64,056.98	83,042.70

(1) Recruitment is at:

Biweekly	2,549.34
Annual	66,282.84

(2) Recruitment is at:

Biweekly	2,550.87
Annual	66,322.62

(3) Recruitment is at:

Biweekly	2,571.38
Annual	66,855.88

(4) Recruitment is at:

Biweekly	2,599.15
Annual	67,577.90

(5) 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.
(6) Employees will receive an additional 5% incentive for lead work.
(7) Additional 5% biweekly when performing contract administration duties.
(8) Additional 5% biweekly when performing greenhouse oversight duties.
(9) Additional 2% biweekly when assigned to operate the Prentice Loader or End Loader.
(10) Additional 3% biweekly when assigned to operate the Grapple Saw.
(11) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
(12) Employees will receive an additional 5% when performing special assignments.
(13) Recruitment is at:

Biweekly	2,795.31
Annual	72,678.06

Pay Range 7GN
Official Rate Biweekly

BOILER INSPECTOR 2 (12)
BRICKLAYER HELPER 2 (6)
ELECTRICAL WORKER (2)
EMERGENCY VEHICLE MECHANIC 3 (3) (9)
ENVIRONMENTAL RISK OFFICER 2 (4)
MACHINIST 3 (5) (14)
MASON HELPER 2 (6)
PAINTER 3 (1) (6)
PLAN EXAMINER SPECIALIST 2 (13)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 3 (9) (10)
SPRINKLER CONSTRUCTION INSPECTOR 1 (11)
VEHICLE BODY REPAIR / PAINTING TECHNICIAN 3 (3)
VEHICLE SERVICES TECHNICIAN 3 (3) (7)
WELDER 3 (3) (8) (14)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	31.87	42.39
Biweekly	**2,549.34**	**3,391.38**
Annual	66,282.84	88,175.88

(1) Recruitment is at:

Biweekly	2,647.64
Annual	68,838.64

(2) Recruitment is at:

Biweekly	2,682.32
Annual	69,740.32

(3) Recruitment is at:

Biweekly	2,683.39
Annual	69,768.14

(4) Recruitment is at:

Biweekly	2,751.37
Annual	71,535.62

(5) Recruitment is at:

Biweekly	2,763.03
Annual	71,838.78

(6) 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.

(7) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.

(8) Employees will receive an additional 5% incentive for lead work.

(9) Employees will receive an additional 5% when performing special assignments.

(10) Recruitment is at:

Biweekly	2,783.77
Annual	72,378.02

(11) Recruitment is at:

Biweekly	2,804.96
Annual	72,928.96

(12) Recruitment is at:

Biweekly	2,812.14
Annual	73,115.64

(13) Recruitment is at:

Biweekly	2,935.09
Annual	76,312.34

(14) Positions within the Fire Department receive an additional 5% when performing special assignments.

Pay Range 7HN

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

CARPENTER 3 (2) (7)
CEMENT FINISHER HELPER 3 (2) (7)
EMERGENCY VEHICLE MECHANIC 4 (3) (9)
ENVIRONMENTAL RISK OFFICER 3 (6)
FIRE PROTECTION ENGINEER 2
HOUSING COMPLIANCE OFFICER 1 (4)
HOUSING REHABILITATION SPECIALIST 1 (4)
HVAC MAINTENANCE TECHNICIAN 3 (5) (9) (10)
INDUSTRIAL MACHINE REPAIR MECHANIC 3 (5)
LEAD PROJECT INSPECTOR 1 (4)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 1 (4)
PLUMBING INSPECTOR 1 (1)
SPECIAL ENFORCEMENT INSPECTOR 1 (4) (9)
VEHICLE SERVICES TECHNICIAN 4 (3) (8)
WELDER 4 (3) (11)

Wage Rate:

Hourly	35.06	45.70
Biweekly	**2,804.96**	**3,656.09**
Annual	72,928.96	95,058.34

(1) Recruitment is at:

Biweekly	2,935.09
Annual	76,312.34

(2) Recruitment is at:

Biweekly	2,828.07
Annual	73,529.82

(3) Recruitment is at:

Biweekly	2,852.71
Annual	74,170.46

(4) Recruitment is at:

Biweekly	2,860.20
Annual	74,365.20

(5) Recruitment is at:

Biweekly	2,891.70
Annual	75,184.20

(6) Recruitment is at:

Biweekly	2,944.00
Annual	76,544.00

(7) 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.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(8) Employees will receive an additional 3% for inspection duties, 5% incentive for field or lead work, and 7% incentive for machinist duties.
(9) Employees will receive an addition 5% when performing special assignments or lead work.
(10) Positions in the Police Department receive an additional one dollar ($1.00) per hour premium when assigned to oversight duties for a full shift.
(11) Positions within the Fire Department receive an additional 5% when performing special assignments or lead work.

Pay Range 7IN
Official Rate Biweekly

BOILER INSPECTOR 3 (14)
BRICKLAYER HELPER 3 (5) (10)
BUILDING CONSTRUCTION INSPECTOR 2 (9)
ELECTRICAL INSPECTOR 2 (13)
ELECTRICAL SERVICES BLACKSMITH (3)
ELEVATOR INSPECTOR 1 (12)
ENVIRONMENTAL RISK OFFICER 4 (7)
HOUSING COMPLIANCE OFFICER 2 (4)
HOUSING REHABILITATION SPECIALIST 2 (4)
IRONWORKER 3 (2) (10)
LEAD PROJECT INSPECTOR 2 (4)
MACHINIST 4 (6) (11)
MASON HELPER 3 (5) (10)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 2 (4)
PAINTER 4 (1) (10)
PLAN EXAMINER 1 (15)
PORT OPERATIONS AND MAINTENANCE TECHNICIAN 4 (8)
SPECIAL ENFORCEMENT INSPECTOR 2 (4) (16)

Wage Rate:

Hourly	36.69	48.35
Biweekly	**2,935.09**	**3,867.87**
Annual	76,312.34	100,564.62

(1) Recruitment is at:

Biweekly	2,941.83
Annual	76,487.58

(2) Recruitment is at:

Biweekly	2,956.47
Annual	76,868.22

(3) Recruitment is at:

Biweekly	2,995.35
Annual	77,879.10

(4) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,010.72
Annual	78,278.72

(5) Recruitment is at:

Biweekly	3,059.17
Annual	79,538.42

(6) Recruitment is at:

Biweekly	3,070.05
Annual	79,821.30

(7) Recruitment is at:

Biweekly	3,150.08
Annual	81,902.08

(8) Recruitment is at:

Biweekly	3,163.38
Annual	82,247.88

(9) Recruitment is at:

Biweekly	3,169.18
Annual	82,398.68

(10) 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.

(11) Positions within the Fire Department receive an additional 5% when performing special assignments or lead work.

(12) Recruitment is at:

Biweekly	3,157.73
Annual	82,100.98

(13) Recruitment is at:

Biweekly	3,218.80
Annual	83,688.80

(14) Recruitment is at:

Biweekly	3,124.58
Annual	81,239.08

(15) Recruitment is at:

Biweekly	3,405.70
Annual	88,548.20

(16) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

Pay Range 7JN
Official Rate Biweekly

BOILER INSPECTOR 4 (1)
BUILDING CONSTRUCTION INSPECTOR 3 (11)
CARPENTER 4 (2) (9)
CEMENT FINISHER (2) (9)
HOUSING REHABILITATION SPECIALIST 3 (4)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

IRONWORKER 4 (8) (9)
MUNICIPAL SERVICES ELECTRICIAN APPRENTICE (6) (7)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 3 (4)
PAINTER SENIOR (9)
PLAN EXAMINER 2 (12)
PLUMBING INSPECTOR 2 (3)
SPECIAL ENFORCEMENT INSPECTOR 3 (4) (10)
SPRINKLER CONSTRUCTION INSPECTOR 2 (5)

Wage Rate:

Hourly	38.61	51.92
Biweekly	**3,088.92**	**4,153.31**
Annual	80,311.92	107,986.06

(1) Recruitment is at:

Biweekly	3,280.79
Annual	85,300.54

(2) Recruitment is at:

Biweekly	3,142.30
Annual	81,699.80

(3) Recruitment is at:

Biweekly	3,522.10
Annual	91,574.60

(4) Recruitment is at:

Biweekly	3,169.18
Annual	82,398.68

(5) Recruitment is at:

Biweekly	3,365.92
Annual	87,513.92

(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 the Municipal Services Electrician, respectively:

Biweekly	1,788.21	2,145.85	2,682.32	3,218.80
Annual	46,493.46	55,792.10	69,740.32	83,688.80

(7) An employee appointed as a Municipal Services Electrician 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.

(8) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,284.99
Annual	85,409.74

(9) 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.

(10) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

(11) Recruitment is at:

Biweekly	3,327.63
Annual	86,518.38

(12) Recruitment is at:

Biweekly	3,576.00
Annual	92,976.00

Pay Range 7KN
Official Rate Biweekly

BOILER INSPECTOR 5 (14)
BRICKLAYER (3) (6)
BUILDING CONSTRUCTION INSPECTOR 4 (13)
CARPENTER SENIOR (6)
ELECTRICAL INSPECTOR 3 (11)
ELEVATOR INSPECTOR 2 (10)
FIRE PROTECTION ENGINEER 3 (2)
HOUSING REHABILITATION SPECIALIST 4 (1)
HVAC MAINTENANCE TECHNICIAN 4 (4) (8) (9)
INDUSTRIAL MACHINE REPAIR MECHANIC 4 (4)
MASON (3) (6) (16)
MECHANICAL PLAN EXAMINER 1 (5)
NEIGHBORHOOD IMPROVEMENT PROJECT INSPECTOR 4 (1)
PLAN EXAMINER 3 (15)
PLUMBING INSPECTOR 3 (5)
SPECIAL ENFORCEMENT INSPECTOR 4 (1) (7)
SPRINKLER CONSTRUCTION INSPECTOR 3 (12)

Wage Rate:

Hourly	41.24	55.66
Biweekly	**3,299.42**	**4,453.12**
Annual	85,784.92	115,781.12

(1) Recruitment is at:

Biweekly	3,327.63
Annual	86,518.38

(2) Recruitment is at:

Biweekly	3,365.92

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	87,513.92

(3) Recruitment is at:

Biweekly	3,399.11
Annual	88,376.86

(4) Recruitment is at:

Biweekly	3,470.04
Annual	90,221.04

(5) Recruitment is at:

Biweekly	3,913.42
Annual	101,748.92

(6) 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.

(7) An employee designated as a lead worker by the DNS Commissioner will receive an additional 5% when assigned those functions.

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

(9) Employees will receive an additional 5% when performing special assignments or lead duties.

(10) Recruitment is at:

Biweekly	3,789.30
Annual	98,521.80

(11) Recruitment is at:

Biweekly	3,576.44
Annual	92,987.44

(12) Recruitment is at:

Biweekly	3,739.55
Annual	97,228.30

(13) Recruitment is at:

Biweekly	3,494.01
Annual	90,844.26

(14) Recruitment is at:

Biweekly	3,444.86
Annual	89,566.36

(15) Recruitment is at:

Biweekly	3,754.77
Annual	97,624.02

(16) Employees in this title within DPW – Electrical Services to be paid the following rate:

Biweekly	3,569.06
Annual	92,795.56

Pay Range 7LN
Official Rate Biweekly

BOILER INSPECTOR 6 (10)
BUILDING CONSTRUCTION INSPECTOR 5 (9)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

ELECTRICAL INSPECTOR 4 (7)
ELEVATOR INSPECTOR 3 (3)
FACILITIES CONTROL SPECIALIST (1)
FIRE PROTECTION ENGINEER 4 (2)
HVAC MAINTENANCE TECHNICIAN SENIOR (1)
MECHANICAL PLAN EXAMINER 2 (6)
MUNICIPAL SERVICES ELECTRICIAN (4) (5)
PLUMBING INSPECTOR 4 (6)
SENIOR PLAN EXAMINER 1 (11)
SPRINKLER CONSTRUCTION INSPECTOR 4 (8)

Wage Rate:

Hourly	44.71	59.89
Biweekly	**3,576.44**	**4,790.93**
Annual	92,987.44	124,564.18

(1) Recruitment is at:

Biweekly	3,643.56
Annual	94,732.56

(2) Recruitment is at:

Biweekly	3,739.95
Annual	97,238.70

(3) Recruitment is at:

Biweekly	4,210.33
Annual	109,468.58

(4) Additional $1.50 per hour when designated to hold the Wisconsin Electrical Contractor License for the City.

(5) Employees will receive an additional 5% when assigned lead work.

(6) Recruitment is at:

Biweekly	4,109.11
Annual	106,836.86

(7) Recruitment is at:

Biweekly	3,755.25
Annual	97,636.50

(8) Recruitment is at:

Biweekly	3,926.96
Annual	102,100.96

(9) Recruitment is at:

Biweekly	3,668.71
Annual	95,386.46

(10) Recruitment is at:

Biweekly	3,617.07
Annual	94,043.82

(11) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	3,942.53
Annual	102,505.78

Pay Range 7MN
Official Rate Biweekly

BUILDING CONSTRUCTION INSPECTOR 6
ELECTRICAL INSPECTOR 5 (4)
ELEVATOR INSPECTOR 4 (2)
INDUSTRIAL MACHINE REPAIRPERSON 5
LANDSCAPE AND IRRIGATION SPECIALIST (1)
MECHANICAL PLAN EXAMINER 3 (3)
PLUMBING INSPECTOR 5 (3)
SENIOR PLAN EXAMINER 2 (6)
SPRINKLER CONSTRUCTION INSPECTOR 5 (5)
WATER PLANT STEAMFITTER
WATER PLANT STEAMFITTER – HVACR MECHANIC

Wage Rate:

Hourly	48.20	66.54
Biweekly	**3,855.60**	**5,323.27**
Annual	100,245.60	138,405.02

(1) Recruitment is at:

Biweekly	3,913.42
Annual	101,748.92

(2) Recruitment is at:

Biweekly	4,420.83
Annual	114,941.58

(3) Recruitment is at:

Biweekly	4,314.56
Annual	112,178.56

(4) Recruitment is at:

Biweekly	3,943.00
Annual	102,518.00

(5) Recruitment is at:

Biweekly	4,123.31
Annual	107,206.06

(6) Recruitment is at:

Biweekly	4,139.67
Annual	107,631.42

Pay Range 7NN

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Official Rate Biweekly

ELECTRICAL INSPECTOR 6 (3)
ELEVATOR INSPECTOR 5 (1)
MECHANICAL PLAN EXAMINER 4 (2)
PLUMBING INSPECTOR 6 (2)
SENIOR PLAN EXAMINER 3 (5)
SPRINKLER CONSTRUCTION INSPECTOR 6 (4)

Wage Rate:

Hourly	48.85	69.33
Biweekly	**3,908.17**	**5,546.12**
Annual	101,612.42	144,199.12

(1) Recruitment is at:

Biweekly	4,641.90
Annual	120,689.40

(2) Recruitment is at:

Biweekly	4,530.29
Annual	117,787.54

(3) Recruitment is at:

Biweekly	4,140.18
Annual	107,644.68

(4) Recruitment is at:

Biweekly	4,329.47
Annual	112,566.22

(5) Recruitment is at:

Biweekly	4,346.65
Annual	113,012.90

Pay Range 7ON
Official Rate Biweekly

ELEVATOR INSPECTOR 6 (1)

Wage Rate:

Hourly	49.65	72.79
Biweekly	**3,972.11**	**5,823.42**
Annual	103,274.86	151,408.92

(1) Recruitment is at:

Biweekly	4,873.99

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	126,723.74

SECTION 8: SERVICE AND MAINTENANCE

Pay Range 8AN
Official Rate Biweekly

CITY LABORER (6) (7)
CODE ENFORCEMENT INTERN 1 (8)
CUSTODIAL WORKER 1 (1) (2) (3) (4) (5)
LIBRARY SECURITY GUARD (9) (10)

Wage Rate:

Hourly	21.57	30.01
Biweekly	**1,725.45**	**2,400.72**
Annual	44,861.70	62,418.72

(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) Positions in the Police Department will receive an additional one dollar ($1.00) per hour for all time worked in excess of eight (8) hours in one 24-hour day plowing snow or salting.
(4) 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.
(5) 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.
(6) 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.
(7) Employees who attain a CDL to be paid an additional 3% biweekly. For purposes of promotion from this title, the 3% CDL pay shall be rolled into the base rate and be treated as base-building.
(8) Recruitment is at:

Biweekly	1,643.30
Annual	42,725.80

(9) Recruitment is at:

Biweekly	1,655.23
Annual	43,035.98

(10) Employees will receive an additional 5% incentive for lead work.

Pay Range 8BN
Official Rate Biweekly

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

CODE ENFORCEMENT INTERN 2 (2)
CUSTODIAL WORKER 2 (3) (4) (5) (6) (7)
INVENTORY CONTROL ASSISTANT 1 (1)
TOW LOT ATTENDANT

Wage Rate:

Hourly	22.65	31.81
Biweekly	**1,811.72**	**2,545.06**
Annual	47,104.72	66,171.56

(1) Recruitment is at:

Biweekly	1,898.03
Annual	49,348.78

(2) Recruitment is at:

Biweekly	1,725.45
Annual	44,861.70

(3) 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.

(4) 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.

(5) 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.

(6) 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.

(7) 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.

Pay Range 8CN

Official Rate Biweekly

BRIDGE OPERATOR (2) (3)
CUSTODIAL WORKER 3
ELECTRICAL SERVICES LABORER 1 (2) (4) (5)
INFRASTRUCTURE REPAIR WORKER 1 (2) (5)
MAINTENANCE ASSISTANT (2) (8) (9)
MKE PARKS WORKER (2)
PARKING METER TECHNICIAN (1)
SEWER REPAIR WORKER 1 (2)
URBAN FORESTRY WORKER (2) (6)
WATER DISTRIBUTION INVESTIGATOR HELPER 1 (2)
WATER PLANT WORKER (2) (7)
WATER REPAIR WORKER 1 (2)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Wage Rate:

Hourly	23.78	32.26
Biweekly	**1,902.31**	**2,580.98**
Annual	49,460.06	67,105.48

(1) Recruitment is at:

Biweekly	1,961.03
Annual	50,986.78

(2) Recruitment is at:

Biweekly	1,928.08
Annual	50,130.08

(3) Employees to be compensated an additional 5% when assigned to the maintenance crew.
(4) When assigned to work on the pole rig crew, an employee shall be paid at the Electrical Services Laborer 2 pay rate.
(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.
(6) Incentives for attaining and maintaining specific certifications with DER approval.
(7) Employees assigned lead worker duties for a full shift, shall receive an additional sixty-eight cents ($0.68) per hour.
(8) 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.
(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.

Pay Range 8DN
Official Rate Biweekly

DROP OFF CENTER ATTENDANT
FHQ YARD ATTENDANT
INVENTORY CONTROL ASSISTANT 2
MWW MAINTENANCE WORKER
SANITATION INSPECTOR 1 (1)
TOW LOT CREW LEADER
TRAFFIC SIGN WORKER
SANITATION YARD ATTENDANT (2)

Wage Rate:

Hourly	24.91	33.23
Biweekly	**1,992.92**	**2,658.44**
Annual	51,815.92	69,119.44

(1) Employees will receive an additional 5% when performing special assignments.
(2) An employee to be compensated an additional 3% when assigned to perform Brine Operations duties.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 8EN
Official Rate Biweekly

BRIDGE OPERATOR – LEAD (4)
ELECTRICAL SERVICES LABORER 2 (1) (8)
EQUIPMENT OPERATOR 1 (1)(2)(3)
INFRASTRUCTURE REPAIR WORKER 2
INVENTORY CONTROL ASSISTANT 3
LOCATOR TECHNICIAN (5)
POLICE FACILITIES LABORER
SANITATION INSPECTOR 2 (6)
SEWER REPAIR WORKER 2
URBAN FORESTRY LABORER (1) (3)
WATER DISTRIBUTION INVESTIGATOR HELPER 2
WATER METER TECHNICIAN
WATER REPAIR WORKER 2 (7)

Wage Rate:

Hourly	26.16	35.69
Biweekly	**2,092.56**	**2,855.32**
Annual	54,406.56	74,238.32

(1) Recruitment is at:

Biweekly	2,157.69
Annual	56,099.94

(2) 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.
(3) An employee given a promotional emergency or temporary appointment to this title to be paid an additional 3% biweekly.
(4) Employees to be compensated an additional 5% when assigned to the maintenance crew.
(5) Employees will receive an additional 5% incentive for lead work.
(6) Employees will receive an additional 5% when performing special assignments.
(7) An employee assigned to operator a Hydro-Vac to be paid anadditional 10% biweekly.
(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 8FN
Official Rate Biweekly

EQUIPMENT OPERATOR 2 (2) (4) (5) (9)
GARAGE COORDINATOR (8)
INFRASTRUCTURE REPAIR CREW LEADER
PARKING METER TECHNICIAN – LEAD (1)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

SEWER CREW LEADER (3) (7)
WATER METER INVESTIGATOR
WATER METER TECHNICIAN LEAD
WATER REPAIR WORKER 3 (2) (3) (6)

Wage Rate:

Hourly	27.99	37.30
Biweekly	**2,239.02**	**2,984.22**
Annual	58,214.52	77,589.72

(1) Recruitment is at:

Biweekly	2,272.79
Annual	59,092.54

(2) Recruitment is at:

Biweekly	2,265.57
Annual	58,904.82

(3) Employees who attain and maintain Class A CDL to be paid an additional 1% biweekly.
(4) An employee to be paid an additional $57.47 biweekly when assigned peer training responsibilities.
(5) An employee to be paid an additional $95.79 biweekly when assigned equipment instruction responsibilities.
(6) An employee assigned to operate a Hydro-Vac to be paid an additional 10% biweekly.
(7) An employee assigned to operate heavy equipment to be paid an additional 2%
(8) Employees will receive an additional 3% when performing special assignments.
(9) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

Pay Range 8GN
Official Rate Biweekly

EQUIPMENT OPERATOR 3 (1) (2) (3) (4) (5)
SEWER EXAMINER
SEWER FIELD INVESTIGATOR
WATER DISTRIBUTION INVESTIGATOR

Wage Rate:

Hourly	29.39	38.99
Biweekly	**2,350.97**	**3,119.54**
Annual	61,125.22	81,108.04

(1) Recruitment is at:

Biweekly	2,378.83
Annual	61,849.58

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(2) An employee to be paid an additional $57.47 biweekly when assigned peer training responsibilities.
(3) An employee to be paid an additional $95.79 biweekly when assigned equipment instruction responsibilities.
(4) Employees in a title with a pay range lower than the pay range for the Equipment Operator 3, who are assigned to operate CDL required equipment during a snow and ice control operation, shall receive a promotion to the title of Equipment Operator 3 with a 3% increase or the pay range minimum whichever is higher and receive the 1% snow and ice control operation assignment pay.

Employees in a title with a pay range that is the same as the pay range for Equipment Operator 3, who are assigned to operate CDL required equipment during a snow and ice control operation, shall be paid at the minimum of the Equipment Operator 3 pay range or their current base rate (plus any additional pay related to certifications attained and approved by DER) whichever is higher, and receive the 1% snow and Operation assignment pay.

Employees in a title with a pay range that is higher than the pay range for Equipment Operator 3, who are assigned to operate CDL required equipment during a snow and ice control operation shall receive their current base rate, plus any additional pay related to certifications attained and approved by DER, and receive the 1% snow and ice control operation assignment pay.

(5) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

Pay Range 8HN
Official Rate Biweekly

SPECIAL EQUIPMENT OPERATOR I (1)

Wage Rate:

Hourly	29.98	39.32
Biweekly	**2,398.30**	**3,145.94**
Annual	62,355.80	81,794.44

(1) Employees who receive an emergency temporary appointment to this title during GIC operations shall receive the 1% snow and ice control operation assignment pay.

Pay Range 8IN
Official Rate Biweekly

DIRECTIONAL BORING MACHINE OPERATOR/WORKER (1)
SPECIAL EQUIPMENT OPERATOR II (2)

Wage Rate:

Hourly	31.24	40.79
Biweekly	**2,498.96**	**3,263.07**

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	64,972.96	84,839.82

(1) Recruitment is at:

Biweekly	2,510.77
Annual	65,280.02

(2) Employees who receive an emergency temporary appointment to this title during GIC operations shall receive the 1% snow and ice control operation assignment pay.

Pay Range 8JN
Official Rate Biweekly

DRIVER TRAINING INSTRUCTOR (1)
SEWER REPAIR CREW LEADER (1) (2)
SPECIAL EQUIPMENT OPERATOR III (1) (3) (4) (5)
WATER REPAIR CREW LEADER (1) (2)

Wage Rate:

Hourly	32.11	42.64
Biweekly	**2,568.57**	**3,410.90**
Annual	66,782.82	88,683.40

(1) Recruitment is at:

Biweekly	2,622.70
Annual	68,190.20

(2) An employee who attains and maintains a Class A CDL to be paid an additional 1% biweekly.
(3) 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.
(4) An employee assigned to operate the Excavator (Demolition) to be paid an additional 5% over the Special Equipment Operator III rate of pay.
(5) An employee assigned to the demolition crew and called out for emergency demolition to receive an additional 5%.

SECTION 9: PART-TIME AND INTERMITTENT

Pay Range 9AN
Official Rate Daily

ELECTION INSPECTOR (1) (2)

Rate:

Daily	**220.00**

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

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

(2) In compliance with the bilingual requirements of Section 203 of the Voting Rights Act, Bilingual Election Inspectors assigned to targeted sites to be paid an additional $15.00 per day.

Pay Range 9BN
Official Rate Biweekly

SEASONAL ELECTION LABORER I
SEASONAL ELECTION LABORER II (1)

Wage Rate:

Biweekly	**1,725.46**	**2,123.43**
Annual	44,861.96	55,209.18

(1) Recruitment is at:

Biweekly	1,811.73
Annual	47,104.98

Pay Range 9DN
Official Rate Daily

CHIEF INSPECTOR (1) (2)

Wage Rate:

Daily	**325.00**

(1) Chief Inspector to receive an additional $15.00 per hour for each instruction class attended prior to each election.
(2) In compliance with the bilingual election requirements of Section 203 of the Voting Rights Act, Bilingual Chief Inspectors assigned to targeted sites to be paid an additional $15.00 per day.

Pay Range 9EN
Official Rate Biweekly

TEMPORARY COMMUNITY EDUCATION ASSISTANT (3)
TEMPORARY LIBRARY REFERENCE ASSISTANT (1) (2)

Wage Rate:

Biweekly	**1,544.07**	**1,759.94**
Annual	40,145.82	45,758.44

(1) Incumbents are limited to the footnoted recruitment rate.
(2) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,220.39
Annual	57,730.14

(3) Recruitment is at:

Biweekly	1,657.31
Annual	43,090.06

Pay Range 9FN
Official Rate Biweekly

TEMPORARY LIBRARY CIRCULATION SERVICES REPRESENTATIVE (1) (3)
SEASONAL ELECTION WORKER I (2) (4)
SEASONAL ELECTION WORKER II (1) (2)

Wage Rate:

Biweekly	**1,427.46**	**1,949.83**
Annual	37,113.96	50,695.58

(1) Recruitment is at:

Biweekly	1,570.23
Annual	40,825.98

(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.
(3) Incumbents are limited to the footnoted recruitment rate.
(4) Incumbents are limited to the minimum of the range.

Pay Range 9GN
Official Rate Biweekly

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

Wage Rate:

Biweekly	**1,311.65**
Annual	34,102.90

(1) 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	1,324.39

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	34,434.14

(2) Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.

Pay Range 9HN
Official Rate Biweekly

SEASONAL ELECTION PROGRAM ASSISTANT (1)
TEMPORARY LIBRARIAN I (7)
TEMPORARY LIBRARIAN II (8)
TEMPORARY LIBRARIAN III (3) (4) (6)
TEMPORARY MICROBIOLOGIST (2)
TEMPORARY PROGRAM ASSISTANT I (5)

Wage Rate:

Biweekly	**1,971.16**	**2,842.56**
Annual	51,250.16	73,906.56

(1) Recruitment is at:

Biweekly	2,393.42
Annual	62,228.92

(2) Appointment may be at any rate in the pay range with the approval of DER.
(3) Incumbents are limited to the footnoted recruitment rate.
(4) Recruitment is at:

Biweekly	2,796.35
Annual	72,705.10

(5) Recruitment is at:

Biweekly	2,051.96
Annual	53,350.96

(6) Patricia M. DeFrain and Kathleen M. Vandenboom Hurley, in the Library, are authorized to be paid a wage at $2,880.24 biweekly, $74,886.25 annually, until such time as the pay range increases to include their wage rate.
(7) Recruitment is at:

Biweekly	2,442.43
Annual	63,503.18

(8) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	2,613.43
Annual	67,949.18

Pay Range 9IN
Official Rate Biweekly

COLLEGE INTERN (1)

Wage Rate:

Biweekly	**1,311.65**
Annual	34,102.90

(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.

Pay Range 9JN
Official Rate Biweekly

TEMPORARY WINTER RELIEF DRIVER WORKER (1)

Wage Rate:

Biweekly	**2,818.57**	**3,342.09**
Annual	73,282.82	86,894.34

(1) Recruitment is at:

Biweekly	3,570.40
Annual	92,830.40

Pay Range 9KN
Official Rate Biweekly

SEASONAL ELECTION WORKER LEAD (1) (2)
TEMPORARY CUSTOMER SERVICE REPRESENTATIVE I (1)

Wage Rate:

Biweekly	**1,654.73**	**2,130.64**
Annual	43,022.98	55,396.64

(1) Recruitment is at:

Biweekly	1,727.27
Annual	44,909.02

(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.

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 9LN
Official Rate Biweekly

TEMPORARY LANDSCAPE LABORER

Wage Rate:

Biweekly	**1,320.40**
Annual	34,330.40

Pay Range 9MN
Official Rate Biweekly

CONSTRUCTION LABORER INTERN
LIBRARY CIRCULATION AIDE
LIBRARY TEEN OUTREACH INTERN
TEMPORARY CITY LABORER (1) (2)
PUBLIC HEALTH YOUTH APPRENTICE
YOUTH APPRENTICE
YOUTH ARBORIST APPRENTICE
YOUTH CARPENTER APPRENTICE
YOUTH FLEET APPRENTICE

Wage Rate:

Biweekly	**1,273.45**	**1,366.75**
Annual	33,109.70	35,535.50

(1) Recruitment is at:

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Biweekly	1,503.76
Annual	39,097.76

(2) Jameca Bishop, Sincere Nequon Nicale Blake, Jackie Verdell Bledsoe Jr., Auntrae E Boyd, Isaiah Ahmad Burton, Avonte Keshaun Carter, Adrian S. Everett, Marvin Marvelle Frazier III, Thaddeus Jermaine Goodlow, Jerry Jaquane Gray, Christopher Lashon Ivory, Keshawn Lamar Johnson, Ivory T. Jones, Jaquell Lazel Jones, Kavion Jacquese Kelly, Damonick T. Kemp, Harold S. Patterson, Ronald Payne, James Andrew Phillips Jr., Cornelius Rainey Jr., Demetri Randolph, Dalron J. Robinson, Tavion EE Von Lytrell Sandifer, Demara Treveon Stringer, Samone Thomas, Kenyatta Laharrius B Williams, Martell James Lee Wilson Jackson, and Aquavion Quinn Wilson, in the Department of Public Works are authorized to be paid at a wage at $1,548.87 biweekly, $40,270.69 annually, until such time as the pay range increases to include their wage rate.

Pay Range 9NN
Official Rate Biweekly

Wage Rate:

Biweekly	**1,273.45**	**1,366.75**
Annual	33,109.70	35,535.50

Pay Range 9ON
Official Rate Biweekly

EXECUTIVE ADMINISTRATIVE ASSISTANT (4)
TEMPORARY ADMINISTRATIVE ASSISTANT II (2) (3)
TEMPORARY CUSTOMER SERVICE REPRESENTATIVE II (1) (3)

Wage Rate:

Biweekly	1,704.50	**2,194.54**
Annual	44,317.00	57,058.04

(1) Recruitment is at:

Biweekly	1,779.08
Annual	46,256.08

(2) Recruitment is at:

Biweekly	1,899.96
Annual	49,398.96

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

Biweekly	1,978.46
Annual	51,439.96

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Pay Range 9PN
Official Rate Biweekly

BEACH WATER MONITORING TECHNICIAN (5)
ENGINEERING INTERN (3) (4)
GRADUATE INTERN (2)
TRANSPORTATION OPERATIONS ASSISTANT (3) (4)
URBAN FORESTRY INTERN (1)

Wage Rate:

Biweekly	**1,273.45**	**1,570.49**
Annual	33,109.70	40,832.74

(1) Recruitment is at:

Biweekly	1,524.75
Annual	39,643.50

(2) Graduate Interns attending law school may be hired up to:

Biweekly	1,342.22
Annual	34,897.72

(3) Recruitment is at:

Biweekly	1,643.30
Annual	42,725.80

(4) Casper Greg Mszal, Fthawi Selamawi Hailu, Parya Payaml, Mary McGinnis, Matthew Reider, and Nay Moo, in the Department of Public Works are authorized to be paid at a wage of $1,692.60 bi-weekly, $44,007.57 annually, until such time as the pay range increases to include their wage rate.

(5) Recruitment is at:

Biweekly	1,840.00
Annual	47,840.00

Pay Range 9QX
Official Rate Biweekly

MUNICIPAL COURT COMMISSIONER

Wage Rate:

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

Pay Range 9RN
Official Rate Biweekly

Wage Rate:

Biweekly	**2,000.00**

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

Annual	52,000.00

Pay Range 9RX
Official Rate Biweekly

FIRE MEDICAL OFFICER

Wage Rate:

Biweekly	**4,213.91**
Annual	109,561.66

Pay Range 9TX
Official Rate Biweekly

TEMPORARY EPIDEMIOLOGIST (1)
TEMPORARY LIBRARY SERVICES MANAGER (2) (3) (4)

Wage Rate:

Biweekly	**2,544.38**	**3,668.85**
Annual	66,153.88	95,390.10

(1) Appointment may be at any rate in the pay range with the approval of DER.
(2) Incumbents are limited to the footnoted recruitment rate.
(3) Recruitment is at:

Biweekly	3,383.58
Annual	87,973.08

(4) Jennifer L. Webb in the Library is to be paid the wage of $3,485.09 biweekly, $90,612.27 annually.

Pay Range 9UN
Official Rate Biweekly

Wage Rate:

Biweekly	**1,479.65**	**1,679.20**
Annual	38,470.90	43,659.20

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)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

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	$280.00

The Board of Review Member who is elected Chair to be compensated at:

Biweekly	$317.00

(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

2024 – 2028 Term
ALDERMAN (6) (7)
CITY ATTORNEY (2) (8) (9)
CITY TREASURER (3) (8) (9)
COMPTROLLER (4) (8) (9)
MAYOR (1)
MUNICIPAL JUDGE (5) (8) (9)

Eligible residents receive a 4% Residency Incentive Allowance. Visit milwaukee.gov/wagerates to calculate the Residency Incentive Allowance from the wage rate.

1) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of the Mayor shall be as follows. (Per File #231364)

Biweekly	6,516.78
Annual	169,436.28

2) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of the City Attorney shall be as follows. (Per File #231364)

Biweekly	6,516.77
Annual	169,436.02

3) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of the City Treasurer shall be as follows. (Per File #231364)

Biweekly	5,555.75
Annual	144,449.50

4) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of the Comptroller shall be as follows. (Per File #231364)

Biweekly	5,555.75
Annual	144,449.50

5) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of Municipal Judge shall be as follows. (Per File #231364). Controlling Wis. Stat. 755.04.

Biweekly	5,884.87
Annual	153,006.62

6) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of Alderman (Common Council member) shall be as follows. (Per File #231364) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.

Biweekly	3,238.69
Annual	84,205.94

7) For the 2024-2028 term of office, commencing Pay Period 10, 2024, the salary of Common Council President shall be as follows. (Per File #231364) This rate is authorized and provided for in s. 350-100 of the Milwaukee code of ordinances. Controlling Wis. Stat. 66.0507.

Biweekly	3,627.33

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Annual	94,310.58

8) These rates shall increase annually in each year a uniform percentage salary increase is provided to general city employees, to match the percentage provided to general city employees up to 3%, and to take effect in the same pay period as provided to general city employees.

9) At the commencement of the 2028-2032 term of office, salaries for the titles City Attorney, City Treasurer, Comptroller, and Municipal Judge shall be increased by 2% over the rates in effect for the 4th year of the 2024-2028 term. Effective pay period 10, 2029, and each year thereafter in pay period 10, these rates shall be increased by 2% for the remainder of the 2028-2032 term except as prohibited by s. 755.04, Wis. Stats.

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PART II – ADMINISTRATION

SECTION 1: ORGANIZATION

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

1. **Officials and Administrators:** Positions in which employees set broad policies, exercise overall responsibility for execution of policies, or direct work units and personnel in their respective 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.

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9. Part-time and 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 # 251579 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, unless otherwise noted in Part I, positions classified as Officials and Administrators or Professionals in pay ranges 1AX-1KX, 2AX-2OX, and 2AN-2MN may be authorized at any rate in the pay range with the approval of the Department of Employee Relations. Positions classified as Officials and Administrator or Professionals in pay ranges 1LX-1XX and 2PX-2TX may be authorized at any rate in the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

A department head who disagrees with a decision of the Department of Employee Relations and/or the Chair of the Finance and Personnel Committee made under this section may file with the City Clerk a request for review by the Finance and Personnel Committee. The decision of the Finance and Personnel Committee shall be final.

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), Skilled Crafts (Section 7), and Paraprofessionals (5): In the event it becomes necessary to recruit at a rate above the minimum for positions classified as Technicians, Skilled Craft, or Paraprofessionals (Pay Ranges 5EN-5MN), 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.

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

SECTION 4: SALARY ADJUSTMENTS, SALARY ANNIVERSARY DATES, AND LONGEVITY INCENTIVE PAY

A. Salary Adjustments: General City employees shall receive a salary adjustment of 3% of the employee's biweekly rate of pay effective on and after Pay Period 1, 2026.

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.

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C. Effective Pay Period 5, 2023, after 5 years of service, a 1% longevity incentive bonus will be added to an employee's record. Longevity increases will happen once per year as allowed per the Budget Office, annually in Pay Period 5 of each year. Employees will only be eligible under this program for one longevity increase in their career.

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 3VN Paraprofessionals — Pay Ranges 5AN to 5ON Administrative Support — Pay Ranges 6AN to 6ON Skilled Craft — Pay Ranges 7AN to 7ON Service & Maintenance — Pay Ranges 8AN to 8JN Part-time and Intermittent — Pay Ranges 9AN to 9UN Protective Services — Pay Ranges 4AN to 4MN and 4NX & 4PX	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 2KN 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 1XX Professionals — Pay Ranges 2LN to 2MN Pay Ranges 2LX to 2TX Non-Represented Protective Services — Pay Ranges 4SN and 4TN Non-Represented Protective Services — Pay Range 4UX to 4ZX	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.

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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 title.

Effective Pay Period 9 2022 (April 17, 2022), an employee given an emergency appointment to a title in Section 3, 5, 6, 7 or 8 of the Salary Ordinance shall receive a 3% increase above the rate received prior to the promotion, or the minimum of the new pay range, or the footnoted minimum recruitment rate, whichever is greatest. Emergency appointments to a title in the same pay range or a pay range with a lower maximum are not promotions.

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 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).

Equity adjustments may be requested when an employee is being compensated at a rate of pay that is below the rate of a newer employee with less experience performing similar work within the same department. Such adjustment is to be administered per the guidelines created and maintained by the Department of Employee Relations.

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.

E. Transfers: City Departments may request a 3% salary adjustment for employees voluntary transferring to a position allocated to Officials and Administrators (Section 1), Professionals (Section 2), Technicians (Section 3), Paraprofessionals (Section 5), Administrative Support (Section 6),

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Skilled Craft (Section 7), Service and Maintenance (Section 8) subject to the approval of the Department of Employee Relations. Transfers under this section are defined as the appointment to a position within the same 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.

Employees who apply to an open and competitive recruitment to a position that would be considered a voluntary transfer, shall be eligible for recruitment flexibility outlined under Part II, Section 3: Salary at Time of Appointment, Subsections B and C. The salary of an employee who voluntarily transfers back to the position originally held will be decreased to the rate prior to the approved special recruitment rate.

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 starting on the first day of the Pay Period following the official suspension of the CDL.

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:

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

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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.

I. ERP Executive Committee Incentive Pay: Through approval of the ERP Executive Committee, departments may be authorized to supply designated employees with the 10% ERP incentive rate with the approval of the Department of Employee Relations.

A listing of employees designated to receive the 10% ERP incentive rate shall be maintained by the Budget Office and communicated to the Committee on Finance and Personnel as requested.

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

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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

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they are normally scheduled. Administration of this provision shall be in accordance with paragraph A, above.

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 paragraph A, above.

E. Holiday Pay – Separating Employees: Employees separating from City service shall be eligible for Holiday Pay as long as the employee has been on paid status at least two work days during the calendar week in which the holiday occurred, one of which must be the day immediately before the holiday. Otherwise administration of this provision shall be in accordance with paragraph A, above.

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: Any employee who holds a position designated as bilingual in the Salary Ordinance or Positions Ordinance shall be paid an additional $2.00 per hour.

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 not apply to employees in the Department of Public Works performing snow and ice operations.

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

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- 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.
- Eligible employees in the Department of Emergency Communications who are required to report for detailed system assessment and resolution.

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. Only hours worked falling within this timeframe shall be considered eligible for 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 shift assignment but for the fact that the employee was on vacation, holiday, sick leave, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. In no case shall an employee receive both shift and weekend differential rates for the same hours worked. Employees working on a Holiday shall not be eligible for shift differential for the hours worked on a Holiday. Employees working on an "emergency call out" or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for shift differential for the hours worked under the automatic, pensionable overtime provision.

G. Weekend Differential: Employees holding positions classified as non-exempt under the FLSA shall receive fifty cents ($.50) per hour for all Saturday work and sixty cents ($.60) per hour for all 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, doctor/dentist appointments (miscellaneous unapplied time - 069 time), funeral leave, or paid parental leave. Employees working on a Holiday shall not be eligible for weekend differential for the hours worked on a Holiday. Employees working on an "emergency call out" or otherwise eligible for automatic, pensionable overtime pay shall not be eligible for weekend differential for the hours worked under the automatic, pensionable overtime provision.

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 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.

N. General Ice Control and Snow Plow Operation: In the Department of Public Works, employees holding positions designated as non-exempt under FLSA shall be paid an additional 1% biweekly when assigned to drive during a general ice control and snow plow operation (GIC).

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: Effective PP1, 2023, the salary rate of the Association Fire Contract Administrator, who is below the rank of Captain, shall be equivalent to the fourth (4) step in pay

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range 4JN the employee shall maintain that step and not be eligible for any annual increments, but shall be eligible for any across-the-board increases negotiated through contract negotiations with the City. For an employee who is at the rank of Captain 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. 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

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- 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
- Granville-Havenwoods Advisory Council
- 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 Board of Appeals: Regular and alternate members of the Administrative Review Board of Appeals 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.

G. Milwaukee Youth Council: Members of the Milwaukee Youth Council shall be compensated at the rate of $25 per meeting, for a maximum of 22 meetings per calendar year. At the end of each quarter, the City Clerk 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 quarter. Compensation shall be made at the end of each quarter or as soon as 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. §755.04. The rate of pay for Municipal Judges is established under Section 11 of the Salary Ordinance.

PART V

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

PART VI - SALARY ORDINANCE CHANGES FOLLOWING EXTENDED IMPLEMENTATIONS

A. Whenever a Job Evaluation Report submitted by DER Compensation inadvertently produces an error or inconsistency in relation to the salary ordinance, such errors or inconsistencies shall be investigated by DER. No incumbent shall incur a reduction of pay as a result of such errors. Administrative corrections will be submitted to the Finance and Personnel Committee for approval with an effective date retroactive to the date of error.

This provision allows flexibility in the implementation of large and complex job studies. If there is an inconsistency between the salary ordinance and a Job Evaluation Report, the language of the report shall take precedence. Administrative corrections shall be submitted to the Finance and Personnel Committee for approval with the same effective date of the report.

B. Changes in compensation administration can cause variances in pay, due to current rounding practices. These variances are not an error and shall be seen as a byproduct of rounding practices. Any pay errors that fall outside of the scope of these variances caused by changes in compensation administration shall be investigated by DER.

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