

UPDATED AS OF 10/12/10 COMMON COUNCIL MEETING

..Number

090457

..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 under the control of the Common Council of the City of Milwaukee.

..Body

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

Part 1. 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:

Section 1. Members of Boards and Commissions

Rates for Section 1 effective Pay Period 1, 2000 (December 26, 1999)
except for Pay Ranges 047 and 050

Official Rate-Biweekly 115.38	Pay Range 036
Member, Standards and Appeals Member, City Plan Commission Member, Employees Retirement System, Annuity and Pension Board	
Official Rate-Biweekly 161.54	Pay Range 037
City Service Commissioner Member, Board of Zoning Appeals	
Official Rate-Biweekly 244.23	Pay Range 040
Member, Board of Review	
Official Rate-Biweekly 253.85	Pay Range 041
Fire and Police Commissioner	
	Pay Range 047

Official Rate-Biweekly (*Rate effective PP 1, 2008*)
1,986.39

Administrative Officer, Board of
Zoning Appeals 1/

1/ To receive the same percentage increases as approved for management positions.

Pay Range 050

Official Rate-Biweekly (*No increase for PR 050*)
575.37

Physician, Fire
Physician, Police

Sec. 2. Management Employees.

Rates for Section 2 (2008 rates in effect for salary grades 001-020)

Note: In no case shall the salary of any City official exceed that of the Mayor.

Salary Grade 001
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,404.13	1,684.87	1,965.61

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Services Specialist 1/
Executive Administrative Assistant I
Office Supervisor I
Pension Specialist

1/ For one position in the Sensitive Crimes Division of the Criminal Investigation Bureau of the Police Department, recruitment is authorized up to 6% above the minimum of the salary grade.

Salary Grade 002
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,496.24	1,795.34	2,094.43

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist
Building Maintenance Supervisor I
Building Services Supervisor

Claims Adjuster
 Disability Specialist
 Document Services Supervisor
 Emerging Business Analyst
 Executive Administrative Assistant II
 Legislative Assistant 1/
 Management Accountant
 Network Coordinator-Assistant
 Office Supervisor II
 Purchasing Agent
 Safety Specialist

1/ Appointment limited to the minimum of the salary grade except as provided for current City employees in Part II, Sections f (2) and g of the Salary Ordinance.

Salary Grade 003
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,594.52	1,913.36	2,232.19

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Budget and Management Analyst
 Diversity Specialist
 Fleet Repair Supervisor I
 Housing Manager I
 Human Resources Analyst
 Human Resources Information Analyst
 Inventory Supervisor
 Labor Relations Analyst
 Management Services Specialist
 Occupational Health Nurse
 Pension Specialist-Senior
 Personnel Analyst
 Sewer Examiner Supervisor
 Test Administration Coordinator
 Trade Development Representative

Salary Grade 004
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,699.78	2,039.71	2,379.64

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Administrative Specialist-Senior
 Auditor-Senior

Building Services Supervisor II
 Claims Adjuster-Senior
 Community Outreach Liaison
 Compliance Analyst
 Disability Specialist-Senior
 Emerging Business Analyst-Senior
 Employee Assistance Coordinator
 Employee Benefits Analyst
 Environmental Specialist Supervisor
 Equipment Operations Supervisor I 1/ 2/
 Fire Dispatch Supervisor 3/
 Fiscal Review Analyst Associate
 Health Project Coordinator - WIC
 Health Project Coordinator (AHP)
 Health Project Coordinator – Childhood Wellness
 Health Project Coordinator – Emergency Preparedness
 Health Project Coordinator - Immunizations
 Health Project Coordinator (MCHVP)
 Health Project Coordinator – Plain Talk
 Health Project Coordinator – Tobacco and Men’s Health
 Health Project Coordinator – Violence Prevention
 Housing Manager II
 Inventory Manager
 Legislative Fiscal Analyst-Associate
 License Coordinator
 Management Accountant-Senior
 Network Coordinator-Associate
 Parking Enforcement Supervisor
 Project Coordinator-BIG
 Purchasing Agent-Senior
 Safety Specialist-Senior 1/
 Sanitation Supervisor 1/ 6/
 Secretary, Board of Zoning Appeals
 Street Repair Supervisor 1/
 Systems Analyst-Assistant
 Technical Services Supervisor 1/
 Telecommunications Analyst-Assistant
 Tow Lot Supervisor
 Urban Forestry Supervisor 1/
 Vehicle Salvage Supervisor I
 Water Distribution Supervisor I 5/

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 a rate equal to that received by newly appointed Sanitation Supervisors, Salary Grade 004.

3/ Appointments to be made at 24% above the minimum of the salary grade.

5/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers which result in an

excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

6/ Sanitation Supervisors to be appointed at a rate in Salary Grade 004 that is equal to the maximum rate paid to the Operations Driver/Worker classification. This rate shall be calculated on the basis of an 8.8 hour work day for the Operations Driver/Worker. Once appointed, subsequent salary adjustments for Operations Driver/Worker shall not result in further adjustment to the rate paid to Sanitation Supervisors. This amount may, however, be modified as a result of future across-the-board adjustments granted to management.

Salary Grade 005
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,811.90	2,174.35	2,536.80

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the program's guidelines as administered by the Department of Employee Relations.

Administrative Services Supervisor
Bridge Operator Supervisor
Budget and Management Analyst-Senior
Building Maintenance Supervisor II
Claims Adjuster Specialist
Certification and Communications Coordinator
Customer Services Specialist
DPW Customer Service Supervisor
DPW Inventory and Purchasing Coordinator
Ecocultural Family Interview Program Coordinator
Field Operations Inspection Specialist 1/
Fleet Repair Supervisor II 1/
Health Project Coordinator – Pandemic Flu Response
Housing Manager III
Human Resources Analyst-Senior
Injury and Violence Prevention Program Coordinator
Labor Relations Analyst-Senior
Lead Project Coordinator (CDBG)
Lead Project Coordinator (LDG)
Legislative Library Manager
Management Accounting Specialist
Management Services Adjuster
Mechanical Maintenance Supervisor
Medical Assistance Program Supervisor

Nutritionist Coordinator
Parking Operations Supervisor
Permits and Communications Specialist
Personnel Analyst-Senior
Printing, Stores, and Building Services Supervisor
Procurement Specialist
Rental Rehabilitation Specialist
Research and Policy Analyst
Sewer Maintenance Program Manager
Sewer Operations Supervisor

Site Improvement Specialist
 Street Operations Supervisor 1/
 Telecommunications Specialist
 Tobacco Control Program Coordinator
 Vital Statistics Supervisor
 Water Claims Specialist
 Water Distribution Field Supervisor 2/
 Water Marketing Specialist
 Water Meter Field Supervisor

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

2/ The incumbents of positions in this class, if certified by the Commissioner of Public Works as being, when appropriate, regularly involved in emergency restoration of water service to affected customers, which results in an excessive amount of overtime work, to receive \$75 additional biweekly as compensation for such overtime work.

Salary Grade 006
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,931.00	2,317.33	2,703.66

Accountant III
 Budget and Management Analyst-Lead
 Building Maintenance Assistant Manager
 Building Services Manager 1/
 City Channel Manager
 Compliance Analyst
 Contract Compliance Officer
 Economic Development Specialist
 Environmental Health Supervisor
 Environmental Health Field Supervisor
 Environmental Policy Analyst
 Equipment Inventory Manager
 Equipment Operations and Training Manager 1/
 GIS Developer
 Grant Monitor
 Grant Monitor-Homeland Security
 Health and Safety Officer
 Internet Services Coordinator
 Inventory Services Manager
 Investments and Financial Services Specialist
 Community Lead Program Manager
 Labor Relations Specialist
 Legislative Fiscal Analyst-Senior
 MAIG Regional Coordinator
 Management and Accounting Officer
 Neighborhood Development Specialist
 Network Coordinator-Senior 2/
 Network Services Coordinator - Sr

Nuisance Control Supervisor
 Parking Citation Review Manager
 Parking Enforcement Assistant Manager
 Pension Accounting Specialist
 Personnel Officer
 Police Payroll Supervisor
 Procurement Administrator
 Program Manager
 Public Relations Supervisor
 Real Estate Specialist
 Residential Rehabilitation Supervisor
 Safety Supervisor 1/
 Security Manager
 Staff Assistant
 Systems Analyst-Associate
 Telecommunications Analyst-Associate
 Telecommunications Supervisor
 Tow Lot Assistant Manager
 Utilities Services Liaison 3/
 Water Customer Service Supervisor
 Water Distribution Business Systems Supervisor
 Water Maintenance Manager
 Water Plant Maintenance Supervisor
 Water Revenue Collections Supervisor

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

2/ One position to be paid at rates within Salary Grade 008 while held by Kimberly Berry.

3/ One position to be paid at rates within Salary Grade 008 while held by William Van Clief.

Salary Grade 007
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,058.41	2,470.01	2,881.61

Accounting Supervisor
 Budget and Policy Specialist
 Building Codes Enforcement Supervisor
 Certification and Salary Systems Administrator
 Customer Services Manager
 Data Communications Specialist
 Document Services Manager
 Electronic Technician Supervisor 1/
 Environmental Code Enforcement Supervisor
 Fire and Police Commission Investigator/Auditor
 Fire Dispatch Manager
 Fire Equipment Repairs Supervisor
 Fire Personnel Officer
 Fire Public Relations Manager

Fleet Repair Supervisor III 2/
 Functional Applications Analyst 3/
 General Accounting Manager
 Health Personnel Officer
 Healthcare Outreach Coordinator
 Health Center Operations Manager
 Housing Rehabilitation Manager
 Human Resources Representative
 Labor Relations Representative
 Lead Grant Manager
 Lead Hazard Prevention Manager
 Legislative Fiscal Analyst-Lead
 Library Branch Manager
 Library Personnel Officer
 Manager of Nursing Practice
 Management Librarian
 Management Services Analyst
 MCHVP Program Manager
 Member Services Manager
 Plant and Equipment Repair Supervisor
 Plant Automation Specialist
 Principal Planner
 Property Management Program Coordinator
 Police Fleet Manager
 Public Health Emergency Response Planning Coordinator
 Public Health Nurse Supervisor
 Recycling Specialist 2/
 Revenue Collection Manager
 Sanitation District Manager 2/
 School Health Manager
 Shop and Maintenance Supervisor 2/
 Staff Assistant to the Council President
 Staff Assistant to the Mayor-Senior
 Systems Coordinator
 Trade Development Representative-Senior
 Urban Forestry Manager 2/
 Water Meter Project Manager
 Water Quality Operations Manager
 Water Information Systems Security Manager
 Water Security Manager 4/
 Well Women's Program Manager
 WIC Program Manager

1/ Recruitment may be up to 20% above the minimum of the salary grade.

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 authorized up to 24% above the minimum of the salary grade.

4/ Recruitment may be at any rate in the salary grade.

Salary Grade 008
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,193.39	2,632.01	3,070.63

- Accounting Manager-City Development
- Assistant Accounting Manager
- Assistant City Payroll Manager
- Assistant Grant Fiscal Manager
- Budget and Management Special Assistant
- Building Codes Court Administrator
- Business Operations Manager
- Business Systems Coordinator
- Community Information Services Coordinator
- DPW Inventory and Purchasing Manager
- Electrical Services Supervisor I
- Emerging Business Enterprise Manager
- Engineering Systems Analyst
- Equipment Acquisition and Disposal Coordinator 1/
- Fire Equipment Repairs Manager
- Fiscal Planning Specialist
- GIS Developer - Senior
- Greenhouse and Nursery Manager
- Health Communication Officer
- Investments and Financial Services Coordinator
- Legislative Coordinator
- Legislative Research Supervisor
- Library Facilities Manager
- Neighborhood Improvement Project Manager
- Network Administrator
- NSP Program Coordinator
- Port Facilities Supervisor
- Project Manager – Milwaukee Shines
- Public Works Accounting Manager
- Quality Assurance Coordinator 1/
- Security Operations Manager
- Staff Assistant-Senior
- Systems Analyst-Senior
- Systems Security Administrator
- Telecommunications Analyst-Senior
- Water Distribution Scheduling Manager 3/
- Water Meter Services Manager
- Water Revenue Manager
- Youth Development Coordinator

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

2/ Recruitment is authorized up to 24% above the minimum of the salary grade.

3/ The incumbents of positions in this class, if certified by the Commissioner-Public Works as being, when

appropriate, regularly involved in emergency restoration of water service to affected customers which results in an excessive amount of overtime work, to receive \$100 additional biweekly as compensation for such overtime work.

Salary Grade 009
 Official Rate-Biweekly

	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
	2,338.81	2,806.51	3,274.21
Assessment Division Manager			
Building Construction Inspection Supervisor			
Business Finance Manager			
Business Operations Manager-Health			
Business Operations Manager – Neighborhood Services			
Commercial and Residential Rehabilitation Manager			
Communicable and Infectious Disease Program Manager			
Community Relations Manager <u>5/</u>			
Communication Systems Manager			
Communications and Outreach Manager			
Consumer Environmental Health Manager			
Council Administration Manager			
Council Records Manager			
Crime & Intelligence Specialist			
Data Base Analyst			
Economic Development Marketing Manager			
Election Services Manager			
Electrical Inspection Supervisor			
Epidemiologist			
Family and Community Health Operations Manager			
Functional Applications Analyst-Senior <u>1/</u>			
Grant Compliance Manager			
Home Environmental Health Manager			
Human Resources Compliance Officer			
Infrastructure Support Services Manager			
Labor Relations Officer			
Librarian V <u>2/</u>			
Library Business Operations Manager			
License Division Assistant Manager			
Marketing and Public Relations Officer			
Mayor's Liaison Officer			
Operations and Dispatch Manager <u>3/</u>			
Operations Manager-Development Center			
Parking Financial Manager			
Permits and Communications Manager			
Plumbing Inspection Supervisor			
Port Finance Officer			
Public Relations Manager			
Public Information Manager			
Research Services Specialist			
Sewer Services District Manager			
Special Assistant to the City Attorney			
Special Assistant to the City Treasurer			

Special Assistant to the Comptroller
 Staff Assistant-Manager
 Strategic Development Manager
 Street Repair District Manager
 Systems Analyst-Lead
 Tow Lot Manager
 Water Distribution Construction Manager 4/
 Water Plant Automation Manager
 Water Plant Operations Manager-North
 Water Plant Operations Manager-South

1/ Recruitment is authorized up to 24% above the minimum of the salary grade.

2/ One position of Librarian V which functions as Circulation Manager for the Milwaukee Public Library System and the Milwaukee County Federated Library System to be studied for possible downgrading if the position's responsibilities are diminished through loss of funding from the Milwaukee County Federated Library System.

3/ The incumbents of positions in this classification, 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 compensation for such overtime work.

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

5/ One position filled by David Heard, to be paid rates consistent with Salary Grade 015.

Salary Grade 010
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,492.49	2,991.02	3,489.54

Accounting Manager
 Alderman 1/
 Assistant Court Administrator
 Auditing Manager
 Building Codes Enforcement Manager
 Business Systems Supervisor
 Chief Compliance Officer
 Community Health Services Officer
 Data Services Manager
 Electrical Services Manager
 Electrical Services Supervisor II 2/
 Environmental Code Enforcement Manager
 Fire Technical Services Manager
 Fiscal Planning Specialist-Senior
 Grant-in-Aid Fiscal Coordinator
 Infectious Disease Epidemiologist
 Legislative Coordinator-Senior
 Long Range Planning Manager
 Network Manager

Operations and Maintenance Manager
 Parking Enforcement Manager
 Pension Investment Analyst
 Police Buildings and Fleet Manager
 Research and Analysis Manager
 Special Assistant to the Mayor
 Telecommunications Engineer
 Water Accounting Manager
 Water Distribution Operations Manager 3/
 Violence Reduction & Prevention Initiative Manager

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary for members of the Common Council (Aldermen) will increase by 2.4% (\$2,816.24 biweekly; \$73,222.24 annually). Effective Pay Period 10, 2009, the salary for Aldermen will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for Aldermen will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for Aldermen will increase by 2.5% (\$2,886.65 biweekly; \$75,052.90 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

At the commencement of the 2008 term of office, Pay Period 10, 2008, the salary of the Common Council President will increase by 2.4% (\$3,182.66 biweekly; \$82,749.16 annually). Effective Pay Period 10, 2009, the salary for the Common Council President will remain at the 2008 rate (Per 2009 Budget Amendment #60). Effective Pay Period 10, 2010, the salary for the Common Council President will remain at the 2008 rate (Per File #090592). Effective Pay Period 10, 2011, the salary for the Common Council President will increase by 2.5% (\$3,262.23 biweekly; \$84,817.98 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

2/ The employee in this title who is designated to hold the Type C Contractors Electrical license for the City in the Buildings and Fleet Division shall receive an additional \$120.00 per pay period.

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

Salary Grade 011
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,657.29	3,188.68	3,720.07

Administrative Services Manager
 Associate Director
 Bridge Maintenance Manager
 Budget and Management Reporting Manager
 Budget and Policy Manager
 Building Codes Enforcement Manager-Commercial
 City Economist
 City Payroll Manager
 Data Base Administrator
 Electrical Services Manager-Senior
 Environmental Sustainability Program Manager
 ERS Financial Officer
 Executive Director-Deferred Compensation Board
 Finance and Planning Manager

FMIS Project Manager (Application Specialist)
 GIS Developer – Project Leader
 Information Systems Manager-MPD
 Information Technology Manager-MFD
 Legislative Fiscal Manager
 Legislative Reference Bureau Manager
 Library Public Services Area Manager
 License Division Manager
 Marketing Development Services Manager
 Police Budget and Administration Manager
 Police Department Personnel Administrator
 Police Finance and Planning Manager 2/
 Policy and Administration Manager
 Port Marketing Manager
 Safety Director
 Sanitation Area Manager
 Systems Analyst-Project Leader
 Telecommunications Analyst-Project Leader 1/
 Urban Forestry District Manager
 Water Business Manager
 Water Plant Manager-North
 Water Plant Manager-South

1/ Recruitment is authorized up to 28% above the minimum of the salary grade.

2/ Position to be studied when vacant.

Salary Grade 012
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,831.79	3,398.14	3,964.49

Applications Development Manager
 Architectural Project Manager
 Building Construction Inspection Division Manager
 Budget and Policy Manager-Senior
 Call Center Director
 Chief Microbiologist
 Chief Molecular Scientist
 City Planning Manager
 Deputy Port Director
 Election Commission-Executive Director
 Enterprise Information Manager
 Environmental Sustainability Director 4/
 Family & Community Health Services Director
 Finance and Administration Manager
 Functional Applications Manager 1/
 Homeland Security Director
 Human Resources Manager
 Inspector of Police 2/
 Investments and Financial Services Manager
 Legislative Fiscal Manager-Senior

Library Technical Services Manager
 Management Civil Engineer-Senior
 Mechanical Engineer IV
 Neighborhoods Business Development Manager
 Network Planning Manager
 Permit and Development Center Manager
 Port Operations Supervisor
 Public Works Personnel Administrator
 Revenue and Financial Services Specialist
 Sewer Services Manager
 Structural Design Manager
 Traffic Control Engineer IV
 Water Distribution Manager
 Worker's Compensation and Safety Manager

1/ Recruitment is authorized up to 28% above the minimum of the salary grade.

2/ Appointment of Edward Liebrecht authorized at 24% above the minimum of Salary Grade 012.

3/ Ability to recruit at any rate within the salary grade with the approval of Employee Relations and the Chair of Finance & Personnel.

4/ Recruitment is authorized up to a maximum rate of 76% of the range associated with Salary Grade 12.

Salary Grade 013
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,018.02	3,621.78	4,225.53

Chief of Staff -Police
 Civil Engineer V
 Disease Control & Environmental Health Services Director
 Deputy City Clerk
 Electrical Services Operations Manager
 Enterprise Systems Manager
 Fleet Operations Manager
 Forestry Services Manager
 Policy Planning Coordinator
 Sanitation Services Manager
 Special Deputy City Treasurer
 Street and Bridges Services Manager
 Traffic Control Engineer V
 Water Quality Manager

Salary Grade 014
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,217.43	3,860.99	4,504.55

Accounts Director
 Administration and Projects Manager

Chief Court Administrator
 Deputy Chief of Police
 Employee Benefits Director
 Employees' Retirement System-Deputy Director
 Engineer in Charge
 Facilities Manager
 Fire and Police Commission Executive Director 2/
 Financial Services Director
 Health Operations Administrator
 Labor Negotiator 1/
 Neighborhood Services Operations Manager
 Public Works Coordination Manager
 Telecommunications Manager

1/ Recruitment may be at any rate in the salary grade, subject to approval by the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

2/ While occupying this title, Michael G. Tobin, shall be paid at rates consistent with Pay Range 148.

Salary Grade 015
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,429.28	4,115.08	4,800.87

Block Grant Director
 Chief Assessor 1/
 City Clerk 2/
 City Purchasing Director
 Deputy City Treasurer
 Deputy Comptroller
 Deputy Library Director-Public Services
 Information Systems Manager
 Public Health Laboratories Director

1/ In the event that a position of Deputy Commissioner of Assessments or an equivalent is created, the classification of Chief Assessor shall revert back to Salary Grade 012.

2/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 016
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,655.01	4,386.14	5,117.27

Administration and Transportation Design Manager
 Administrative Services Director
 Assistant Chief of Police
 Buildings and Fleet Superintendent
 Chief Investment Officer 1/ 2/
 Chief of Staff
 Employees' Retirement System-Executive Director 1/

Information Systems Manager-ERS 5/
 Environmental Manager
 Infrastructure Operations Manager
 Municipal Judge 3/4/
 Police Information Systems Director
 Public Health Research & Policy Director
 Water Works Superintendent

1/ Recruitment may be at any rate in the Salary Grade.

2/ Compensation may be at any rate in the Salary Grade upon approval of the Employees' Retirement System-Executive Director and the Annuity and Pension Board.

3/ For reserve and substitute Municipal Judges effective January 1, 1996, the compensation rates shall be as follows: \$40 per hour and \$20 per half hour or a minimum of \$110 per half day and \$220 per full day of courtroom session, as established by Resolution #951153.

4/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

5/ Recruitment may be at any rate in the salary grade, subject to approval by the Department of Employee Relations and the Chair of the Committee on Finance & Personnel.”

Salary Grade 017
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
3,895.91	4,675.17	5,454.42

Budget and Management Director
 Chief Information Officer
 City Treasurer 1/
 Comptroller 1/
 Deputy Commissioner-City Development
 Legislative Liaison Director
 Milwaukee Public Library Director
 Municipal Port Director

1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 018
 Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,152.82	4,983.32	5,813.81

Administration Director
 Chief of Police 2/
 City Engineer
 Commissioner-City Development
 Commissioner-Building Inspection
 Commissioner of Assessments
 Deputy City Attorney 1/
 Employee Relations Director

Fire Chief
Operations Division Director

- 1/ One position of Assistant City Attorney is to be vacant for each position of Deputy City Attorney that is filled.
- 2/ Recruitment may be at any step in the Salary Grade.

Salary Grade 019
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,426.35	5,311.51	6,196.67

City Attorney 1/
Commissioner-Health
Commissioner-Public Works

- 1/ For additional salary information see Part II, Sec. 12 e (6) of this Salary Ordinance.

Salary Grade 020
Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
4,717.81	5,661.50	6,605.19

Mayor 1/

1/ At the commencement of the 2008 term of office, Pay Period 10, 2008, the Mayor's salary will increase by 2.4% (\$5,666.76 biweekly; \$147,335.76 annually). Effective pay period 10, 2009, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2010, the Mayor's salary will remain at the 2008 rate of pay. Effective Pay Period 10, 2011, the Mayor's salary will increase by 2.5% (\$5,808.43 biweekly; \$151,019.18 annually). The foregoing percentage increases are authorized and provided for in s. 350-100 of the Milwaukee code of ordinances.

Sec. 2a. Association of Municipal Attorneys.

Rates for Sec. 2a. effective Pay Period 14, 2009 (June 28, 2009)

(See Part II. Sec 14. for explanation of the pay plan for Assistant City Attorney)

Pay Range 148

Official Rate-Biweekly

<u>Minimum</u>	<u>Maximum</u>
2,076.77	4,915.76

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate based upon the Program's guidelines as administered by the Department of Employee Relations.

Assistant City Attorney 1/ 2/

1/ One vacant position of Assistant City Attorney to be included at the maximum rate of Pay Range 148 for Vincent D. Moschella, presently filling a position of Deputy City Attorney and one vacant position of Assistant City Attorney to be included at the maximum rate of Pay Range 148 for Linda Burke, presently filling a position of Deputy City Attorney.

2/ The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the established pay range.

Sec. 3. Operations, Maintenance, Laboring, and related classes (District Council 48, AFSCME).

Rates for Sec. 3. effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 200

Official Rate-Biweekly

1,029.13	1,102.22	1,146.91	1,167.83	1,190.31
1,212.86	1,235.36	1,274.45		

Custodial Worker I 1/

1/ Effective August 7, 1988, the Custodial Worker I assigned on a regular basis at the Fire Department shall be paid an \$8 per pay period premium contingent upon doing scrubbing and waxing.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented employees to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,092.34, \$1,169.91, \$1,217.35, \$1,239.55, \$1,263.42, \$1,287.35, \$1,311.23, \$1,352.72.

Pay Range 205

Official Rate-Biweekly

1,110.20	1,186.41	1,235.36	1,261.10	1,286.85
1,312.52	1,355.13			

City Laborer (Seasonal) 1/

Temporary Election Laborer 2/

1/ Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, Sanitation Section, to be paid at the following biweekly rates while working in the Department of Public Works-Operations Division, Sanitation Section, effective Pay Period 14, 2009: 1,164.98, 1,257.70, 1,313.33, 1,342.65, 1,371.85, 1,401.05 and 1,434.32.

2/ Incumbents are limited to the first step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented employees to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,178.38, \$1,259.27, \$1,311.23, \$1,338.54, \$1,365.89, \$1,939.13, \$1,393.13.

Pay Range 210

Official Rate-Biweekly

1,180.65	1,261.10	1,286.85	1,312.52	1,341.78	1,381.61
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Urban Forestry Specialist Trainee 1/

1/ Recruitment is authorized up to the third step of the range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented employees to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,253.15, \$1,338.54, \$1,365.89, \$1,393.13, \$1,424.19, \$1,466.46.

Pay Range 215

Official Rate-Biweekly

1,289.45	1,315.13	1,344.38	1,370.87	1,414.07
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Custodial Worker II-City Laborer 1/ 2/ 3/ 4/ 5/ 6/ 7/

- 1/ The incumbent of one position of Custodial Worker II-City Laborer 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/ Effective August 7, 1988, incumbents shall receive an additional \$10 biweekly while assigned to rubbish removal at the City Hall complex, provided the employee performed the assignment for at least five working days during the pay period.
- 3/ Employees permanently assigned to Branch Libraries of the Milwaukee Public Library System will receive an additional sixth step of \$1,528.98 (PP14, 2009).
- 4/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 5/ Effective March 31, 1997, Milwaukee Public Library Custodial Workers who are regularly assigned to the Central Library shall receive an additional twenty-nine cents (\$0.29) per hour while assigned to the Automotive Services Unit as a back-up delivery driver to operate the delivery truck. Effective Pay Period 22, 2000, the additional twenty-nine cents (\$0.29) per hour shall be increased to fifty cents (\$0.50) per hour.
- 6/ Effective Pay Period 22, 2000, employees in this classification in the Maintenance Services Section of the Police Department shall receive a premium of \$10 biweekly while assigned to and performing work on the wax crew.
- 7/ Effective Pay Period 17, 2001, one position employed in the Milwaukee Public Library and permanently assigned to the dock shall be eligible for an additional sixth step of \$1,528.98 (PP14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented employees to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,368.64, \$1,395.89, \$1,426.95, \$1,455.06, \$1,500.91.

Pay Range 220

Official Rate-Biweekly

1,302.27	1,329.76	1,357.62	1,385.80	1,429.79
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City Laborer (Regular) 1/
 Garage Attendant 2/ 3/ 4/ 5/
 Tow Lot Attendant

- 1/ Employees operating air hammers for eight or more consecutive hours will be paid the same step in the Special Street Repair Laborer pay range.
- 2/ Garage Attendants in the Police Department, certified as Trackmeter Technicians, and regularly performing speedometer verification work, shall receive additional compensation of \$15 on a biweekly basis.
- 3/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ One position of Garage Attendant filled by Thomas Bigelow to be paid at rates consistent with Pay Range 230, so long as he occupies this title.
- 5/ Effective Pay Period 24, 2004, Garage Attendants employed in the Department of Public Works, Operations Division, when performing service calls and towing shall be paid at the pay rate of Pay Range 238, in lieu of being rolled up to the Truck Driver classification.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,382.26, \$1,411.43, \$1,441.43, \$1,470.92, \$1,517.61.

Pay Range 225

Official Rate-Biweekly					
1,315.13	1,344.38	1,370.87	1,400.74	1,445.55	

Boiler-Custodial Worker

Pay Range 230

Official Rate-Biweekly					
1,325.60	1,352.08	1,381.90	1,413.36	1,459.83	

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Custodial Worker III
 Hydrant Service Worker
 Laborer (Electrical Services) 1/ 2/
 Meter Shop Laborer
 Sewer Laborer I
 Special Service Laborer
 Urban Forestry Laborer 3/
 Water Distribution Laborer 4/

- 1/ An employee in the Recreational Facilities Division assigned to operate the small tractor loader/auger, will be paid at rates consistent with Pay Range 245 while actually operating this equipment.

- 2/ Effective Pay Period 26, 2003, when assigned to work on the pole rig crew, an employee in the Laborer (Electrical Services) classification shall be paid at the Special Laborer (Electrical Services) pay rate (Pay Range 245).
- 3/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to: \$1,578.47 (PP 14, 2009).
- 4/ Auxiliary positions shall function as field investigator helpers on a year round basis on the second and third shift.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,407.01, \$1,435.12, \$1,466.78, \$1,500.17, \$1,549.49.

Pay Range 235

Official Rate-Biweekly

1,355.56	1,384.18	1,415.64	1,448.80	1,496.95
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

- Automotive Mechanic Helper
- Boiler Operator
- Bridge Laborer I
- Building Maintenance Mechanic I 2/ 3/ 4/
- Electronic Technician Assistant
- Equipment Mechanic I 5/
- Infrastructure Repair Worker 1/
- Maintenance Worker
- Pipe Layer
- Tire Repair Worker I
- Tow Lot Crew Leader
- Traffic Sign Worker I
- Vehicle Services Assistant 7/
- Water Distribution Repair Worker I 8/
- Water Maintenance Worker 6/
- Water Plant Laborer 6/
- Water Plant Operator I

- 1/ Effective Pay Period 9, 1993, employees in this classification shall not advance beyond step three without a Commercial Drivers License. The following employees to be paid at the biweekly rate of \$1,520.13, effective PP 14, 2009: Mark Smith and Samuel Watkins. These employees will continue to receive general increases.
- 2/ Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City-wide.
- 3/ Positions in the Police Department receive an additional \$6.90 biweekly plus, effective Pay Period 22, 2000, the additional seventy-six cents (\$0.76) per hour premium received by these employees when assigned to

supervisory duties for a full shift shall be increased to one dollar (\$1.00) per hour.

4/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.

5/ One Equipment Mechanic I position in the Forestry Division who attains and maintains a certification from the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to: \$1,618.70 (PP 14, 2009).

6/ When an employee in this classification is assigned lead worker duties for a full shift, he or she shall receive an additional sixty-eight cents (\$0.68) per hour.

7/ Effective Pay Period 24, 1995, the premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall receive an additional fifty cents (\$.50) per hour.

8/ Receives an additional \$.25 per hour when assigned to the operation of the backhoe-endloader in the yard.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,438.82, \$1,469.19, \$1,502.58, \$1,537.79, \$1,588.89.

Pay Range 238

Official Rate-Biweekly

1,370.94 1,400.15 1,431.64 1,465.01 1,514.35

Asphalt Plant Operator

Bridge Laborer II

Cement Finisher Helper

Heavy Equipment Lubricator 3/

Mason Helper

Nursery Specialsist 1/

Sewer Laborer II

Special Fleet Services Laborer 2/

1/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will be advanced one step to \$1,637.53 (PP14, 2009).

2/ This pay rate is in lieu of being rolled up to the Truck Driver classification and takes into account that 40 to 50% of time involves Tow Truck duties.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,455.13, \$1,486.13, \$1,519.57, \$1,554.98, \$1,607.36.

3/ Effective Pay Period 1, 2010 through Pay Period 26, 2011, one position filled by Marcial Serrano to be paid at the biweekly rate of \$1,610.12.

Pay Range 240

Official Rate-Biweekly

1,386.32 1,416.16 1,447.65 1,481.22 1,531.77

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Garage Custodian
Labor Crew Leader II 1/

1/ An employee in this classification who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will be advanced one step to \$1,656.40 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,471.46, \$1,503.13, \$1,536.55, \$1,572.19, \$1,625.85.

Pay Range 245

Official Rate-Biweekly

1,419.54 1,450.95 1,484.10 1,518.91 1,569.37

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Equipment Mechanic II
Meter Shop Utility Worker
Parking Meter Technician
Pipe Yard Crew Leader
Sewer Crew Leader I 1/
Special Laborer (Electrical Services)
Tire Repair Worker II
Traffic Sign Worker II
Utility Worker (Electrical Services)

1/ Effective Pay Period 14, 2006 (July 2, 2006), an employee assigned to operate the mini-excavator, will be paid at rates consistent with Pay Range 956, while operating such equipment.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,506.72, \$1,540.07, \$1,575.25, \$1,612.19, \$1,665.76.

Pay Range 247

Official Rate-Biweekly

1,483.59 1,516.77 1,551.88 1,590.40 1,644.98

Library Driver

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,574.70, \$1,609.93, \$1,647.20, \$1,688.07,

\$1,746.02.

Pay Range 248

Official Rate-Biweekly

1,436.46 1,469.60 1,504.74 1,543.28 1,597.81

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Building Maintenance Mechanic II 1/ 2/ 3/ 5/

Equipment Mechanic III 4/

Heating and Ventilating Mechanic I 3/

Sewer Crew Leader II

Sewer Examiner I

Truck Driver (Over 3.5 Tons)

- 1/ Employees in the Maintenance Operations and Training Section of the Housing Management Division of the Department of City Development who are assigned to the second or third shift shall receive an additional \$12.00 per pay period while assigned to nighttime troubleshooting responsibilities in public housing projects City-wide.
- 2/ Positions in the Police Department receive an additional \$6.90 biweekly plus, effective Pay Period 22, 2000, the additional seventy-six cents (\$0.76) per hour premium received by these employees when assigned to supervisory duties for a full shift, shall be increased to one dollar (\$1.00) per hour.
- 3/ Effective Pay Period 3, 1998, positions in the Police Department will receive an additional one dollar (\$1.00) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ Effective Pay Period 9, 1993, an employee in this classification in the Forestry Division who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to \$1,727.88 (PP 14, 2009) biweekly.
- 5/ Effective May 4, 2010, one position held by Daniel Panowitz, in the Milwaukee Department of City Development, to be paid at rates consistent with pay Range 934 while performing contract administrator duties.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,524.69, \$1,559.85, \$1,597.15, \$1,638.07, \$1,695.95.

Pay Range 249

Official Rate-Biweekly

1,439.43 1,473.74 1,510.30 1,551.28 1,609.14

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Facility Mechanic 1/ 2/

1/ Effective Pay Period 4, 2002, employees in the Plant Mechanic II or Facility Mechanic classification who are assigned to fill in as a Water Treatment Plant Operator but who have not successfully completed the chemistry lab training, shall be rolled up to the Water Treatment Plant Operator classification during the time period they are working as a Water Treatment Plant Operator.

2/ Effective Pay Period 4, 2002, a Plant Mechanic II or Facility Mechanic who may be assigned to fill in and perform the duties of a Water Treatment Plant Operator and who has successfully completed the chemistry lab training shall advance one step or if at the fifth step shall advance to \$1,756.67 (PP 14, 2009) biweekly. The pay rates in this paragraph are in lieu of receiving additional compensation or roll up pay for the time period when a Plant Mechanic II or Facility Mechanic is assigned to fill in as a Water Treatment Plant Operator. In order to retain the special biweekly rate noted in this paragraph, an employee must maintain his or her proficiency (by demonstration) in lab work.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,527.84, \$1,564.24, \$1,603.06, \$1,646.55, \$1,707.96.

Pay Range 250

Official Rate-Biweekly

1,453.44 1,488.25 1,525.43 1,567.67 1,626.26

Sewer Field Investigator

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,542.70, \$1,579.66, \$1,619.12, \$1,663.94, \$1,726.14.

Pay Range 251

Official Rate-Biweekly

1,471.46 1,503.13 1,527.84 1,564.24 1,603.06
1,646.55 1,707.96

Water Meter Technician

Pay Range 252

Official Rate-Biweekly

1,473.96 1,508.05 1,545.19 1,587.48 1,646.00

- Heating and Ventilating Mechanic II 1/ 2/ 3/ 4/
- Infrastructure Repair Crew Leader
- Maintenance Technician I
- Sewer Crew Leader III
- Water Distribution Repair Worker II 5/
- Water Distribution Tapping Specialist

Water Treatment Plant Operator 6/ 7/ 8/

- 1/ The premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall be seventy-six cents (\$0.76) per hour. Effective Pay Period 22, 2000, the premium rate received by employees in this classification when assigned to supervisory duties for a full shift in the Police Department shall be one dollar (\$1.00) per hour.
- 2/ Police Department employees working in the design and installation of air handling systems will receive an additional sixth step of \$1,793.22 (PP14, 2009).
- 3/ Effective Pay Period 24, 1995, positions in the Police Department will receive an additional fifty cents (\$.50) per hour for each hour an employee works overtime plowing snow or salting.
- 4/ Effective Pay Period 3, 1998, an employee appointed to this classification shall be recruited at the third pay step of the pay range provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance. Any current Heating and Ventilating Mechanics II who are at the first or second step of the pay range and who have one of the above listed Associate degrees shall advance to the third pay step of the pay range.
- 5/ Effective March 9, 1982, Water Distribution Repair Workers II shall receive a task rate equal to the difference in the hourly maximum salaries of the Water Distribution Repair Worker II and Water Distribution Chief Repair Worker when acting as Water Distribution Chief Repair Worker according to the guidelines outlined in the Milwaukee Water Works "Guidelines for Payment of Task Rate to (Water) Distribution Repair Worker II" dated November 19, 1981. Effective Pay Period 14, 2009 this differential is \$4.18 per hour (334.40 biweekly).
- 6/ Effective Pay Period 4, 2002, employees in this classification who have completed one year at the fifth step are eligible for a sixth step of \$1,809.96 (PP14, 2009) biweekly.
- 7/ Employees who were appointed to the Water Plant Operator I and Water Plant Operator II classification prior to January 22, 2002 and who are promoted to the Water Treatment Plant Operator classification, but do not meet all the qualifications of the Water Treatment Plant Operator classification shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate.
- 8/ An employee whose promotion to this classification was effective prior to Pay Period 4, 2002 and who was at the sixth step of Water Plant Operator II prior to their promotion, shall continue to be paid at the sixth step of Pay Range 249, until such date on or after Pay Period 4, 2002 that they are eligible for advancement to the sixth step of Pay Range 252.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,564.48, \$1,600.67, \$1,640.09, \$1,684.97, \$1,747.10.

Pay Range 254

Official Rate-Biweekly

1,436.50 1,526.09 1,563.16 1,605.44 1,664.04

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of

Employee Relations.

Equipment Mechanic IV
Fleet Equipment Service Writer
Vehicle Services Technician 1/ 2/ 3/ 4/
Water Distribution Utility Investigator

- 1/ Employees appointed prior to June 1, 1989, with one year of service at the fifth step and employees appointed on or after June 1, 1989, who complete one year of service at the fifth step and have eight (8) current ASE Automotive Certifications shall be paid \$1,799.60 (PP 14, 2009).
- 2/ Recruitment to be at the third step for personnel having completed the Automotive Mechanic apprenticeship training program.
- 3/ Effective Pay Period 24, 2004, Employees in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Automobile Certification, shall be paid a biweekly rate of \$1,862.59 (PP14, 2009). This certification consists of a series of tests given by the National Institute for Automotive Service Excellence (ASE). The Master Automobile Certification test currently consists of eight (8) certifications A1 through A8. If there are changes in the ASE program requiring additional certifications to maintain the ASE Master Automobile certification status, the employee must obtain and maintain those certifications to retain this pay rate.
- 4/ Effective Pay Period 24, 2004, individuals who have a current Automotive Service Excellence (ASE) Master Automobile certification at time of their regular appointment to the Vehicle Services Technician classification in the Department of Public Works, Operations Division, may be paid at the second step of the pay range. Effective Pay Period 24, 2004, employees in the classification of Vehicle Services Technician employed in the Department of Public Works, Operations Division, who obtain an ASE Master Automobile certification after their regular appointment to that classification and before they reach the 5th step of their pay range, shall advance to the next higher step of their pay range effective the next pay period following their submission of their ASE Master Automobile certification to the Department.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,524.73, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

Pay Range 255

Official Rate-Biweekly					
	1,491.22	1,526.09	1,563.16	1,605.44	1,664.04

Lead Housing Maintenance Mechanic
Nursery Crew Leader
Urban Forestry Specialist 1/
Water Meter Specialist

- 1/ Effective Pay Period 24, 1995, incumbents in this classification who attain and maintain a certification by the International Society of Arboriculture as a Certified Arborist and/or a certification in Professional Grounds Management and/or certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, the employee will advance one step to \$1,799.47 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be

paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.80, \$1,619.82, \$1,659.15, \$1,704.04, \$1,766.23.

Pay Range 258

Official Rate-Biweekly

1,503.48	1,539.48	1,579.08	1,623.23	1,704.81
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Maintenance Technician II 1/

1/ An employee appointed to this classification shall be recruited at the third pay step of the pay range provided the individual has an Associate degree in electronics, mechanical systems, computer technology, air conditioning and refrigeration or related HVAC/R and mechanical maintenance.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,595.82, \$1,634.03, \$1,676.06, \$1,722.92, \$1,809.52.

Pay Range 260

Official Rate-Biweekly

1,515.69	1,552.83	1,595.07	1,641.13	1,705.24
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Automotive Electrician 1/ 2/

Automotive Maintenance Mechanic 1/ 3/

Fleet Equipment Inspector

Fuel Systems Technician 1/

Lead Bookbinder

Lead Equipment Mechanic 4/

Parking Meter Technician – Lead

Printer

Sewer Examiner II

Vehicle Services Technician-Heavy 5/ 6/ 7/ 8/

Water Plant Operator III

1/ An employee who completes one year of service at the fifth step and has met certain criteria established by the Department such as ASE subtests, MATC courses, and welder's certification, shall be paid an additional step of \$1,844.13 (PP 14, 2009) biweekly.

2/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operation Division, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009) provided they have completed one year of service at the special 6th step and meet the following criteria:

- 1) Obtain and maintain at all times two Automotive Service Excellence (ASE) certifications of T-6 and A-6 (The National Institute for Automotive Service Excellence (ASE) gives the two ASE certifications); and

- 2) Obtain and maintain at all times an Electronic Technology certificate in Basic Electronics from MATC or from another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City.
- 3/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who complete and maintain at all times the State of Wisconsin Structural Welding certificate, including any renewals if required, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009).
- 4/ Effective Pay Period 9, 1993, an employee in this classification in the Forestry Division who attains and maintains a certification by the State of Wisconsin for pesticide application will advance one step in the pay range. If at the maximum step, will advance one step to \$1,844.18 (PP 14, 2009). biweekly.
- 5/ Employees appointed prior to June 1, 1989, with one year of service at the fifth step and employees appointed on or after June 1, 1989, who complete one year of service at the fifth step and have five (5) current ASE Truck Certifications shall be paid \$1,844.13 (PP 14, 2009) biweekly.
- 6/ Receives an additional \$8.00 biweekly when working on automatic transmissions.
- 7/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, who have completed one year of service at the special 6th step and who obtain and maintain at all times the Automotive Service Excellence (ASE) Master Medium/Heavy Certification, shall be paid a biweekly rate of \$1,908.67 (PP 14, 2009 rate). This certification consists of a series of tests given by the National Institute for Automotive Service Excellence (ASE). The Master Medium/Heavy Certification test currently consists of seven (7) certifications T2 through T8. If there are changes in the ASE program requiring additional certifications to maintain the ASE Master Medium/Heavy certification status, the employee must obtain and maintain those certifications to retain this pay rate.
- 8/ Effective Pay Period 24, 2004, individuals who have a current ASE Master Medium/Heavy certification at the time of their regular appointment to the Vehicles Services Technician-Heavy classification in the Department of Public Works, Operations Division may be paid at the second step of the pay range. Effective Pay Period 24, 2004, employees in the classification of Vehicle Services Technician-Heavy who obtain an ASE Master Medium/ Heavy certification after their regular appointment to that classification and before they reach the 5th step of their pay range, shall advance to the next higher step of their pay range effective the next pay period following their submission of their ASE Master Medium/Heavy certification to Department.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,515.69, \$1,552.83, \$1,595.07, \$1,641.13, \$1,705.24.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,608.77, \$1,648.21, \$1,693.03, \$1,741.93, \$1,809.96.

Pay Range 262

Official Rate-Biweekly

1,534.09 1,571.06 1,618.22 1,666.65 1,727.12

Fluid Power Systems Technician 1/ 2/
Heating and Ventilating Mechanic III

- 1/ An employee who completes one year of service at the fifth step and has met certain criteria established by the Department such as ASE subtests, MATC courses and welder's certifications, shall be paid an additional

step of \$1,831.06 (PP14, 2009) biweekly.

2/ Effective Pay Period 24, 2004, employees employed in the Department of Public Works, Operations Division, shall be paid a biweekly rate of \$1,894.89 (PP14, 2009) provided they have completed one year of service at the special 6th step and they meet one of the following criteria:

Obtain and maintain at all times a certificate in Fluid Power Maintenance from MATC or another accredited school approved by the City or obtain and maintain at all times a related certificate as determined by the City from an accredited school approved by the City; or

Have an Associates Degree in Fluid Power Technology, or related field as determined by the department, from an accredited school approved by the City.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,628.30, \$1,667.55, \$1,717.61, \$1,769.00, \$1,833.19.

Pay Range 265

Official Rate-Biweekly

1,561.95	1,604.18	1,649.40	1,696.56	1,760.66
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Automotive Mechanic, Lead Worker
Sewer Maintenance Scheduler
Sewer Repair Crew Leader

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,657.87, \$1,702.70, \$1,750.69, \$1,800.75, \$1,868.79.

Pay Range 268

Official Rate-Biweekly

1,571.49	1,617.59	1,666.43	1,719.44	1,790.29
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Automotive Body Repair/Painting Technician 1/
Machinery Technician
Maintenance Technician III

1/ An employee in this classification who completes one year of service at the fifth step and has two (2) current ASE Body Repair and Painting Certifications shall be paid an additional step of \$1,936.26 (PP 14, 2009).

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,668.00, \$1,716.93, \$1,768.78, \$1,825.04, \$1,900.24.

Pay Range 270

Official Rate-Biweekly

1,602.18 1,648.33 1,697.11 1,750.13 1,820.99

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program’s guidelines as administered by the Department of Employee Relations.

Field Service Mechanic 1/
Metal Fabricator
Tire Repair Worker III
Water Department Blacksmith

1/ Effective Pay Period 17, 2001, employees shall be eligible for a special sixth step of \$1,971.51 (PP14, 2009) biweekly if one of the following criteria is met:

- a. Employees who were appointed to the Field Service Mechanic classification prior to June 1, 1989; or
- b. Employees who obtain and maintain at all times Master Automobile Technician ASE certification and have completed one year of service at the fifth step; or
- c. Employees who obtain and maintain at all times Master Medium/Heavy Truck Technician ASE certification and have completed one year of service at the fifth step; or
- d. Employees who obtain and maintain at all times ASE certification in four (4) Medium/Heavy Truck areas including Diesel Engines and Brakes and four automobile areas, including Engine Performance and Brakes and who have completed one year of service at the fifth step.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,932.83.

Pay Range 272

Official Rate Biweekly:

1,117.20 1,143.42

Port Maintenance Trainee 1/2/

1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee’s “Maintenance Training Requirements” of February 15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.

2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,185.81, \$1,213.65.

Pay Range 274

Official Rate –Biweekly

1,196.76 1,293.79 1,398.69

Port Maintenance Associate 1/2/3/

1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee’s “Maintenance Training Requirements” of February

15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.

2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

3/ In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional premium of \$0.50 per hour when he or she is required to perform these skills.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,270.27, \$1,373.26, \$1,484.59.

Pay Range 275

Official Rate-Biweekly

1,602.18 1,648.33 1,697.11 1,750.13 1,855.56

Library Delivery Services Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,700.58, \$1,749.56, \$1,801.34, \$1,857.61, \$1,969.53.

Pay Range 276

Official Rate-Biweekly

1,528.95 1,625.98 1,685.42

Port Maintenance Technician 1/ 2/ 3/

1/ Employees will advance to the next step in the pay range upon certification by the Port Director of having attained the required skills outlined in the Port of Milwaukee’s “Maintenance Training Requirements” of February 15, 1991 and as amended in Appendix D of the 2003 City/AFSCME labor agreement.

2/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

3/ In instances where an employee achieves a new skill in the career ladder between the skills 27 and 32 and such achievement does not advance the employee to a new pay rate, the employee will be paid an additional \$0.50 per hour when required to perform these skills.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 1, 2009: \$1,622.86, \$1,725.85, \$1,788.93.

Pay Range 280

Official Rate-Biweekly

1,786.83

Port Mechanic 1/ 2/

1/ To receive a premium rate of \$23.39 per hour while operating the milling machine or lathe.

2/ Dale Johnson shall be paid at rates consistent with Pay Range 270 after obtaining a welder's certification and U.S. Coast Guard's Mates license.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,896.58.

Pay Range 281

Official Rate-Biweekly	1,688.86	1,744.15	1,803.77	1,864.54	1,932.39
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Water Plant Instrumentation Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,051.08.

Pay Range 282

Official Rate-Biweekly	1,709.31	1,764.55	1,824.16	1,884.92	1,960.98
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Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Machinist I

Urban Forestry Crew Leader 1/

Water Distribution Chief Repair Worker

1/ An employee in this classification who attains and maintains a certification by the International Society of Arboriculture as a Certified Arborist will advance one step in the pay range. If at the maximum step, the employee will advance one step to \$2,120.77 (PP 14, 2009) biweekly.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,814.30, \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41.

Pay Range 285

Official Rate-Biweekly	1,718.54	1,774.61	1,835.37	1,897.21	1,974.20
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Automotive Machinist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,824.08, \$1,883.59, \$1,948.10, \$2,013.73, \$2,095.45.

Pay Range 287

Official Rate-Biweekly

1,682.11 1,743.47 1,809.59 1,879.13 1,942.04 2,039.78

Machine Repairperson
Water Plant Steamfitter/HVAC Specialist 1/

1/ Recruitment may be authorized up to the fourth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,785.42, \$1,850.54, \$1,920.73, \$1,994.54, \$2,061.32, \$2,165.06.

Pay Range 288

Official Rate-Biweekly

1,872.92 1,936.19 2,000.69 2,081.41 2,156.31 2,275.96

Water System Operator 1/

1/ Jerome Burr shall be frozen at the biweekly pay rate of \$2,156.31 (PP 14, 2009) except for across-the-board pay increases that may be negotiated in collective negotiations, until such time he obtains the DNR Distribution Operator certification. Such employees shall advance to the next higher pay step in Pay Range 288 at least \$10.00 higher than their current rate, the next pay period following their attainment of their DNR Distribution Operator License.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,872.92, \$1,936.19, \$2,000.69, \$2,081.41, \$2,156.31, \$2,275.96.

Pay Range 290 (ALEASP)

Official Rate-Biweekly

1,781.72 1,867.98 1,958.46 2,053.32 2,152.76 2,257.00

Electronic Technician 1/
Video Electronic Technician

1/ Employees with a minimum of three years of relevant job experience as an electronic technician may be appointed at the second step of the pay range. Employees with a minimum of four years of relevant job experience as an electronic technician may be appointed at the third step of the pay range.

Pay Range 291

Official Rate-Biweekly

1,725.65 1,809.18 1,896.84 1,988.69 2,085.01 2,185.95
2,257.00

Senior Water Treatment Plant Operator 1/

1/ Employees who were appointed to the Water Plant Operator III and Water Plant Operator in Charge classification prior to January 22, 2002, and who are promoted to the Senior Water Treatment Plant Operator classification, but do not meet all the qualifications of the Senior Water Treatment Plant Operator

classification, shall be frozen at their biweekly rate in effect at the time of their promotion. Effective the next pay period following their attainment of all the qualifications, such employees shall advance to the next higher pay step at least \$10 biweekly higher than their current pay rate.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,831.64, \$1,920.28, \$2,013.34, \$2,110.82, \$2,213.06, \$2,320.20, \$2,395.61.

Sec. 4. Services and Related Classes (District Council 48, AFSCME; Nonrepresented; ALEASP).

Rates for Sec 4 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 300

Official Rate-Biweekly

1,052.73	1,071.11	1,115.77	1,136.72	1,159.23
1,181.79	1,204.19	1,243.35		

Health Interpreter Aide

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,117.38, \$1,136.89, \$1,184.30, \$1,206.53, \$1,230.41, \$1,254.37, \$1,278.14, \$1,319.72.

Pay Range 305

Official Rate-Biweekly

1,090.97	1,112.47	1,159.23	1,181.79	1,204.19
1,229.98	1,269.05			

Public Health Aide

Public Health Aide-Tuberculosis Control

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$ 1,157.98, \$1,180.80, \$1,230.41, \$1,254.37, \$1,278.14, \$1,305.53, \$1,346.98.

Pay Range 309

Official Rate-Biweekly

1,079.15	1,155.29	1,204.19	1,229.98	1,255.67
1,281.40	1,323.98			

Clinic Assistant

Community Education Assistant

Duplicating Equipment Operator I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.39, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75,

\$1,324.32.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,145.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,405.29.

Pay Range 314

Official Rate-Biweekly

1,149.54	1,229.98	1,255.67	1,281.40	1,310.66	1,350.55
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Laboratory Assistant I

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,220.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,391.15, \$1,433.49.

Pay Range 324

Official Rate-Biweekly

1,200.96	1,281.40	1,310.66	1,337.19	1,380.42
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Inventory Assistant I

Inventory Control Assistant I

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,201.30, \$1,281.75, \$1,310.97, \$1,337.55, \$1,380.78.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,274.72, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

Pay Range 325

Official Rate-Biweekly

1,255.67	1,281.40	1,310.66	1,337.19	1,380.42
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Microfilm Technician I

Security Guard 1

1/ The incumbents of positions in the Department of Public Works, Operations Division, to receive one additional increment. Those incumbents who are at the fifth step shall receive \$1,498.56 (PP 14, 2009).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,255.67, \$1,281.40, \$1,310.66, \$1,337.19, \$1,380.42.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,332.80, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

Pay Range 330

Official Rate-Biweekly	1,281.40	1,310.66	1,337.19	1,367.07	1,411.85
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Duplicating Equipment Operator II

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

Pay Range 335

Official Rate-Biweekly	1,310.66	1,337.19	1,367.07	1,398.53	1,444.91
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Delivery Driver
Inventory Control Assistant II
Laboratory Assistant II

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,310.66, \$1,337.19, \$1,367.07, \$1,398.53, \$1,444.91.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,391.15, \$1,419.31, \$1,451.02, \$1,484.43, \$1,533.65.

Pay Range 338

Official Rate-Biweekly	1,323.98	1,350.55	1,380.42	1,411.85	1,459.83
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Document Technician
Inventory Assistant II

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,405.29, \$1,433.49, \$1,465.20, \$1,498.56, \$1,549.49.

Pay Range 340

Official Rate-Biweekly	1,337.19	1,367.07	1,398.53	1,431.59	1,479.75
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Inventory Control Assistant III

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,419.31, \$1,451.02, \$1,484.43, \$1,519.51,

\$ 1,570.63.

Pay Range 345

Official Rate-Biweekly

1,367.07 1,398.53 1,431.59 1,466.42 1,516.96

Inventory Clerk

Equipment Parts Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,451.02, \$1,484.43, \$1,519.51, \$1,556.49, \$1,610.12.

Pay Range 347

Official Rate-Biweekly

1,418.92 1,444.91 1,470.95 1,496.95 1,531.77

Inventory Assistant III 1/

1/ An employee in this classification, assigned on a regular basis to operate the skid steer loader with the pallet and material handler attachment, shall be paid an additional premium of \$31.20 biweekly until such time as that employee shall no longer be assigned to operate the skid steer loader on a regular basis.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,506.06, \$1,533.65, \$1,561.29, \$1,588.89, \$1,625.85.

Pay Range 350

Official Rate-Biweekly

1,398.53 1,431.59 1,466.43 1,503.62 1,559.18

Assistant Stores Supervisor

Infrastructure Stores Clerk IV

Inventory Control Assistant IV

Inventory Assistant IV

Lead Equipment Parts Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,654.93.

Pay Range 355

Official Rate-Biweekly

1,431.59 1,466.43 1,503.62 1,545.82 1,604.42

Bookbinder

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$ 1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 360

Official Rate-Biweekly					
1,466.43	1,503.62	1,545.82	1,591.07	1,651.55	

Inventory Assistant V
 Meter Reader-Commercial
 Water Meter Investigator
 Water Revenue Collector

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,556.50, \$1,595.97, \$1,640.77, \$1,688.79, \$1,752.98.

Sec. 5. Clerical and Office classes (Nonrepresented; District Council 48, AFSCME; ALEASP – Association of Law Enforcement Allied Services Personnel; and Local 61, Laborers’ International Union).

Rates for Sec. 5 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 400

Official Rate-Biweekly					
929.53	1,001.10	1,042.22	1,061.55	1,082.39	
1,104.95	1,127.44	1,163.28			

Court Services Assistant I 3/
 Library Technician I
 Office Assistant I 1/
 Office Clerk I
 Records Technician I
 Temporary Office Assistant I 2/

1/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or “Temporary” title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established.

2/ Incumbents are limited to the first step of the pay range.

3/ Effective August 5, 2010, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$951.28, \$1,036.80, \$1,083.20, \$1,104.96,

\$1,128.47, \$1,153.79, \$1,179.15 and \$1,204.46.

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

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$986.62, \$1,062.58, \$1,106.22, \$1,126.76, \$1,148.86, \$1,172.81, \$1,196.68, \$1,234.73.

	Pay Range 405				
Official Rate-Biweekly					
	1,035.88	1,052.73	1,096.50	1,115.77	1,136.72
	1,159.23	1,181.79	1,217.54		

Data Entry Operator I

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

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,099.51, \$1,117.38, \$1,163.84, \$1,184.30, \$1,206.53, \$1,230.41, \$1,254.37, \$1,292.32.

	Pay Range 406				
Official Rate-Biweekly					
	999.16	1,072.21	1,116.81	1,136.50	1,157.82
	1,180.79	1,203.81	1,240.01	1,269.75	

Library Circulation Assistant I 1/

1/ Effective Pay Period 1, 2008, James Nowak, while occupying the title of Library Circulation Assistant I, shall be paid rates consistent with Pay Range 355.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,060.52, \$1,138.07, \$1,185.41, \$1,206.30, \$1,228.94, \$1,253.31, \$1,277.75, \$1,316.16, \$1,347.73.

	Pay Range 410				
Official Rate-Biweekly					
	1,079.10	1,103.65	1,149.91	1,175.69	1,201.43
	1,227.13	1,269.75			

- Court Services Assistant II 1/ 2/ 9/
- Health Access Assistant I
- Health Access Interpreter
- Health Services Assistant I
- Library Technician II 1/ 2/
- Office Assistant II 1/ 2/ 3/ 8/
- Office Clerk II

Police District Office Assistant 4/
Records Technician II
Temporary Office Assistant II 5/6/
Transcriptionist II 7/

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,375.82 biweekly (PP 14, 2009). Applies to employees holding positions formerly classified as Clerk II and Clerk Typist II.

2/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or "Temporary" title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established. Applies to employees holding positions formerly classified as Clerk II, Clerk Typist II and Microfilm Clerk.

3/ Office Assistant II positions represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,270.12. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

Office Assistant II positions filled by Margaret Hall or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, shall be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79 so long as they continue to perform such duties. No other Office Assistant II shall be eligible for such rates.

Office Assistant II positions filled by Margaret Hall or Susan Leavy, represented by the Association of Law Enforcement Allied Services Personnel and assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly, so long as they continue to perform such duties. No other Office Assistant II shall be eligible for the additional steps.

4/ Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79. In addition above employees eligible for the clerical merit program shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,296.61.

Positions assigned to Police District Stations and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly.

5/ Incumbents are limited to the first step of the pay range.

6/ 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.

7/ Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,079.36, \$1,103.87, \$1,150.26, \$1,176.04, \$1,201.77, \$1,227.49, \$1,256.79.

Employees assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,283.25 and \$1,326.44 biweekly.

8/ One position filled by Ron Wilson to be paid rates consistent with Pay Range 445.

9/ Effective August 5, 2010, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,124.68, \$1,152.31, \$1,204.46, \$1,233.43, \$1,262.52, \$1,291.43 and \$1,324.36. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate \$1,354.26.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,145.38, \$1,171.43, \$1,220.53, \$1,247.89, \$1,275.22, \$1,302.50, \$1,347.73.

Pay Range 415

Official Rate-Biweekly

1,133.79	1,155.29	1,204.19	1,229.98	1,255.67
1,281.40	1,323.98			

Clerk Stenographer II 1/ 2/

Communications Assistant I 1/ 3/

Data Entry Operator II 1/

Legal Office Assistant I

Tow Lot Assistant I

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid \$1,433.49 (PP 14, 2009) biweekly. Applies to employees holding positions formerly classified as Buyer Assistant I, Clerk Stenographer II, Key Entry Operator II and Law Stenographer I.

2/ Appointment may be made at one or two steps above the normal appointment step based on 2,040 hours or 4,080 hours of cumulative satisfactory clerical pool experience or "Temporary" title experience in this pay range within the immediate preceding five years. Once appointed, experience in the clerical pool shall not count toward additional salary increments; a new salary anniversary date is established.

3/ Employees employed at the Milwaukee Public Library shall be eligible to be paid a special 8th step of \$1,433.49 (PP 14, 2009 rate) biweekly after completing one year at the 7th step in lieu of added duties and responsibilities and will continue to receive across the board increases.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,134.13, \$1,155.58, \$1,204.53, \$1,230.34, \$1,256.03, \$1,281.75, \$1,324.32. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rate effective Pay Period 1, 2006: \$1,350.92.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,203.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,405.29.

Pay Range 424

Official Rate-Biweekly

1,133.79	1,155.29	1,204.19	1,229.98	1,255.67
1,282.89	1,312.71	1,357.53		

Library Circulation Assistant II
Mail Processor

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,133.79, \$1,155.29, \$1,204.19, \$1,229.98, \$1,255.67, \$1,282.89, \$1,312.71, 1,357.53.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,203.43, \$1,226.24, \$1,278.14, \$1,305.53, \$1,332.80, \$1,361.69, \$1,393.33, \$1,440.92.

Pay Range 425

Official Rate-Biweekly					
	1,227.13	1,256.41	1,282.89	1,312.71	1,357.53

Audio Machine Technician
Court Services Assistant III 2/
Customer Service Representative I
Health Access Assistant II
Health Services Assistant II
Library Technician III
Office Assistant III 1/3/4/
Police Telecommunicator
Temporary Customer Service Representative I 5/
Temporary Office Assistant III
Transcriptionist III 6/

1/Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,476.13. Two increments: \$1,513.04. (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Clerk III, Clerk Typist III and Control Clerk.

2/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

3/ If Margaret Hall or Susan Leavy are promoted to Office Assistant III and are assigned to perform the same duties, as determined by the Chief, as those they performed when they were assigned to the Stolen Vehicle Desk, they shall be eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08, and \$1,425.88 biweekly, so long as they continue to perform such duties. No other Office Assistant III shall be eligible for the two additional steps.

4/ Effective Pay Period 1, 2006, Office Assistant III position in DER held by Mary Turner to be paid at \$1,702.96 and shall receive future across-the-board wage increases, as long as she remains in that position.

5/ Incumbents are limited to the first step of the pay range unless they were hired prior to July 1,1982. Service credit in this classification shall not count toward salary advancement in other positions except as provided for specified class titles.

6/ Employees functioning as lead workers regularly assigned to the Milwaukee Police Department's "Transcription Unit" and represented by the Association of Law Enforcement Allied Services Personnel are eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,391.08 and \$1,425.88.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,227.49, \$1,256.79, \$1,283.25, \$1,313.09, \$1,357.90. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,391.08 and \$1,425.88.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,302.50, \$1,333.57, \$1,361.69, \$1,393.33, \$1,440.92.

Pay Range 430

Official Rate-Biweekly					
	1,255.67	1,281.40	1,310.66	1,337.19	1,380.42

Copy Cataloging Technician I

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,332.80, \$1,360.10, \$1,391.15, \$1,419.31, \$1,465.20.

Pay Range 435

Official Rate-Biweekly					
	1,281.40	1,310.66	1,337.19	1,367.07	1,411.85

- Accounting Assistant I 1/ 2/
- Administrative Assistant I 1/
- Claims Processor I
- Clerk Stenographer III 1/ 3/
- Communications Assistant II
- Customer Service Representative II
- Personnel Payroll Assistant I 1/
- Programmer Trainee
- Teller-Water II
- Tow Lot Assistant II

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,533.65. Two increments: \$1,570.63 (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk I, Buyer Assistant II, Clerk Stenographer III, Key Entry Operator III, and Law Stenographer II.

2/ One position filled by Carla Tietyen to be paid at rates consistent with Pay Range 445.

3/ The following incumbent to retain the title of Clerk Stenographer III until he vacates his current position, at which time the title shall revert to Office Assistant III in Pay Range 425: Matthew Kleman (DCD).

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,349.91, \$1,382.75, \$1,412.63, \$1,446.19 and \$1,481.50. In addition, above employees eligible for Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,518.59. Two Increments: \$1,557.78.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

Pay Range 437

Official Rate-Biweekly

1,305.53	1,333.72	1,365.41	1,398.77	1,433.86
	1,470.79	1,510.26		

Legal Office Assistant II 1/

1/ Recruitment may be up to the third step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,385.71, \$1,415.63, \$1,449.28, \$1,484.68, \$1,521.93, \$1,561.12, \$1,603.01.

Pay Range 440

Official Rate-Biweekly

1,310.66	1,337.19	1,367.07	1,398.53	1,444.91
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Accounting Program Assistant I

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,391.15, \$1,419.31, \$1,451.02, \$1,484.43, \$1,533.65.

Pay Range 441 (ALEASP)

Official Rate-Biweekly

1,323.28	1,349.85	1,379.72	1,411.15	1,457.56
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Lead Police Telecommunicator

Pay Range 445

Official Rate-Biweekly

1,337.19	1,367.07	1,398.53	1,431.59	1,479.75
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Account Clerk II 1/

Accounting Assistant II 1/ 4/
 Administrative Assistant II
 Archives Technician
 Communications Assistant III
 Copy Cataloging Technician II
 Court Services Assistant IV 2/
 Customer Service Representative III
 Library Circulation Assistant III
 Office Assistant IV 1/ 3/
 Personnel Payroll Assistant II 1/
 Teller
 Tow Lot Assistant III

- 1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12, Two increments: \$1,654.93, Three increments: \$1,702.96 (PP 14, 2009 rates). Applies to employees holding positions formerly classified as Account Clerk II, Clerk IV, Clerk Stenographer IV, Law Stenographer III, Lead License Clerk and Research and Statistical Clerk.
- 2/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.
- 3/ One position in the Milwaukee Police Department's "Transcription Unit" functioning as a group leader on the day shift to be eligible to receive two additional pay steps effective Pay Period 1, 2006 consisting of \$1,513.79 and \$1,548.62 biweekly.
- 4/ Effective August 5, 2010, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

With the exception of the Communications Assistant III position, employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid the following biweekly rates effective Pay Period 14, 2009: \$1,415.32, \$1,448.86, \$1,484.36, \$1,521.58 and \$1,560.76. In addition, above employees eligible for Clerical Merit Increments shall be paid the following biweekly rates: One increment: \$1,602.70. Two Increments: \$1,650.17. Three Increments: \$1,701.21. Employees in the Communications Assistant III position and represented by Local 61, LIUNA, in the Department of Public Works, Operations Division shall be paid the following biweekly rates: \$1,417.28, \$1,450.81, \$1,486.14, \$1,523.30 and \$1,562.41.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,419.31, \$1,451.02, \$1,484.43, \$1,519.51, \$1,570.63.

Pay Range 450

Official Rate-Biweekly

1,365.41	1,398.77	1,433.86	1,470.79	1,510.26
1,555.05	1,603.03			

Docketing Specialist
Legal Office Assistant III

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,449.28, \$1,484.68, \$1,521.93, \$1,561.12, \$1,603.01, \$1,650.55, \$1,701.48.

Pay Range 455

Official Rate-Biweekly					
1,398.53	1,431.59	1,466.43	1,503.62	1,559.18	

Clerk Dispatcher II
Communications Assistant IV
Council File Specialist
License Specialist

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,486.14, \$1,523.30, \$1,562.41, \$1,604.27 and \$1,651.67.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,654.93.

Pay Range 460

Official Rate-Biweekly					
1,431.59	1,466.43	1,503.62	1,545.82	1,604.42	

Accounting Assistant III 3/
Accounting Program Assistant II
Administrative Services Assistant
City Payroll Assistant
Claims Processor II
Communications Assistant V
Microcomputer Services Assistant
Neighborhood Library Services Assistant
Office Coordinator
Personnel Payroll Assistant III 1/
Program Assistant I 2/
Tow Lot Assistant IV

1/ The positions in the Department of Public Works Administrative Services Division shall be eligible to receive one additional step in the amount of \$1,754.04 biweekly (PP 14, 2009 rates).

2/ Effective Pay Period 4, 2005, the position held by Karen Flory (City Attorney) shall be paid the following biweekly rates (updated effective Pay Period 14, 2009): \$1,547.43, \$1,595.49, \$1,645.05, \$1,696.10, \$1,748.75, \$1,803.07, \$1,859.09, \$1,916.81, \$1,976.31, \$2,037.71, \$2,100.95, \$2,166.09. She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

3/ Effective August 5, 2010, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,431.59, \$1,466.43, \$1,503.62, \$1,545.82, \$1,604.42.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77 and \$1,702.96.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 465 (ALEASP)

Official Rate-Biweekly				
\$1,461.60	1,527.20	1,588.00	1,651.20	1,717.60

Police Services Specialist-Investigator

Pay Range 475

Official Rate-Biweekly				
1,470.79	1,510.26	1,555.05	1,603.03	1,653.05
1,706.78	1,765.44			

Accounting Program Assistant III
 City Payroll Assistant-Senior
 Legal Office Assistant IV

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,561.12, \$1,603.01, \$1,650.55, \$1,701.48, \$1,754.57, \$1,811.61, \$1,873.87.

Pay Range 478 (ALEASP)

Official Rate-Biweekly				
1,365.03	1,399.28	1,461.34	1,527.11	1,595.84
1,685.84	1,753.88	1,821.54		

Police Dispatcher 1/

1/ Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

Sec. 6. Police Aides (MPA – Milwaukee Police Association)

Rates for Sec. 6 effective Pay Period 1, 2009 (December 28, 2008)

Pay Range 480					
Official Rate-Biweekly					
879.31	1,022.46	1,076.55	1,101.80	1,129.11	
1,156.32	1,183.64	1,214.88			

Police Aide 1/

1/ Advancement to next higher rate on completion of six months of service.

Sec. 7. Parking Checkers (ALEASP - Law Enforcement Allied Services Personnel – Police Support Services Personnel Unit.)

Rates for Sec. 7 effective Pay Period 1, 2006 (January 1, 2006)

Pay Range 490						
Official Rate-Biweekly						
1,138.16	1,246.35	1,274.78	1,303.18	1,335.38	1,378.10	

Parking Checker

Pay Range 495					
Official Rate-Biweekly					
1,296.70	1,340.27	1,385.38	1,432.12	1,493.84	

Lead Parking Checker

Sec. 8. Professional, Technical and Administrative classes; Inspectors (District Council 48, AFSCME; Nonrepresented; ALEASP, and Local 61, LIUNA).

Rates for Sec. 8 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 498						
Official Rate-Biweekly						
1,274.40	1,315.18	1,357.27	1,400.70	1,445.52	1,491.78	

Police Services Assistant

Pay Range 500					
Official Rate-Biweekly					
1,281.40	1,310.66	1,337.19	1,367.07	1,411.85	

Audiovisual Specialist I
Building Maintenance Inspection Intern
Computer Operator I 1/
Nuisance Control Officer I 2/
Sanitation Inspector

Television Production Specialist I

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who are represented by District Council 48, AFSCME, AFL-CIO, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates:
 One increment: \$1,533.65 Two increments: \$1,570.63 (PP 14, 2009 rates).

2/ Employees in this classification may be eligible for an additional 6th step of \$1,533.65 (PP 14, 2009).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,281.75, \$1,310.97, \$1,337.55, \$1,367.44, \$1,412.22. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,445.31 and \$1,480.14.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02 and \$1,498.56.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,391.15, \$1,419.31, \$1,451.02, \$1,498.56.

Pay Range 503

Official Rate-Biweekly

1,204.19	1,229.98	1,255.67	1,281.40	1,310.66
1,348.01	1,385.38	1,438.20		

Dietetic Technician
 Lead Education Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,278.14, \$1,305.53, \$1,332.80, \$1,360.10, \$1,391.15, \$1,430.81, \$1,470.46, \$1,526.52.

Pay Range 504

Official Rate-Biweekly

1,281.40	1,318.82	1,357.35	1,396.98	1,437.78	1,479.75
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Library Reference Assistant
 Library Services Assistant
 Library Technology Specialist
 Water Laboratory Technician

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,360.10, \$1,399.82, \$1,440.71, \$1,482.78, \$1,526.09, \$1,570.63.

Pay Range 505

Official Rate-Biweekly	1,337.19	1,367.07	1,398.53	1,431.59	1,479.75
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Audiovisual Specialist II
 Computer Operator II 1/
 Graphic Designer I
 Production Technician

1/ Persons employed by the City prior to and on a continuous basis since December 31, 1972, who are represented by District Council 48, AFSCME, AFL-CIO, and who qualify for the Merit Increment Promotional Program for clerical personnel, shall be paid the following biweekly rates: One increment: \$1,610.12. Two increments: \$1,654.93. Three increments: \$1,702.96 (PP 14, 2009 rates).

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,337.55, \$1,367.44, \$1,398.89, \$1,431.98, \$1,480.14. In addition, above employees eligible for the Clerical Merit Increment shall be paid the following biweekly rates effective Pay Period 1, 2006: \$1,517.39, \$1,559.60 and \$1,604.86.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,419.31, \$1,451.02, \$1,484.43, \$1,519.51, \$1,570.63.

Pay Range 508

Official Rate-Biweekly	1,296.70	1,340.27	1,385.38	1,432.12	1,493.84
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Claims Assistant Representative
 Trade Development Assistant

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,376.34, \$1,422.60, \$1,470.46, \$1,520.07, \$1,585.59.

Pay Range 510

Official Rate-Biweekly	1,367.07	1,398.53	1,431.59	1,466.43	1,516.96
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Librarian Intern
 Internet Analyst

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,451.02, \$1,484.43, \$1,519.51, \$1,556.50, \$1,610.12.

Pay Range 515

Official Rate-Biweekly	1,312.31	1,431.59	1,503.62	1,545.82	1,604.42
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Programmer I 1/
Television Production Specialist II

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,392.91, \$1,519.51, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 516

Official Rate-Biweekly

1,398.53 1,431.59 1,466.43 1,503.62 1,545.82 1,588.49

Nuisance Control Officer II

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,484.43, \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,686.04.

Pay Range 520

Official Rate-Biweekly

1,431.59 1,466.43 1,503.62 1,545.82 1,604.42

Computer Operator III

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,519.51, \$1,556.50, \$1,595.97, \$1,640.77, \$1,702.96.

Pay Range 522

Official Rate-Biweekly

1,435.09 1,476.34 1,523.23 1,573.51 1,625.73

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Water Microbiologist I 1/

1/ Recruitment may be at any step in the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,523.22, \$1,567.02, \$1,616.78, \$1,670.15,

\$1,725.57

Pay Range 525

Official Rate-Biweekly

1,466.43 1,503.62 1,545.82 1,591.07 1,651.55

Office Coordinator II
Helpdesk Specialist I

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,556.50, \$1,595.97, \$1,640.77, \$1,688.79, \$1,752.98.

Pay Range 526

Official Rate-Biweekly

1,435.09 1,513.75 1,614.63 1,663.43 1,716.46

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Water Chemist I 1/

1/ Effective March 9, 1997, upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to (PP 14, 2009) \$1,876.53. biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,523.22, \$1,606.72, \$1,713.79, \$1,765.60, \$1,821.88.

Pay Range 528

Official Rate-Biweekly

1,447.70 1,539.60 1,581.80 1,627.08 1,687.50

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Librarian I 1/

1/ Recruitment may be up to the second step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,536.60, \$1,634.15, \$1,678.95, \$1,727.01, \$1,791.13.

Pay Range 529

Official Rate-Biweekly
949.96 1,014.48

Code Enforcement Intern

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,008.30, \$1,076.79.

Pay Range 530

Official Rate-Biweekly
1,503.62 1,545.82 1,591.07 1,638.24 1,702.19

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

- Administrative Assistant III
- Assistant Planner
- Code Enforcement Inspector I
- Communicable Disease Specialist
- Computer Scheduler
- Customer Service Representative-Lead
- Environmental Health Specialist I 1/
- Fire Education Specialist
- Health Project Assistant
- Lead Project Assistant
- Lead Risk Assessor I 1/
- Lead Teller
- Library Technician IV
- Program Assistant II 2/
- Property Assessment Technician
- Radiologic Technologist 3/
- Recycling Assistant
- Rent Assistance Specialist I
- Urban Forestry Inspector

1/ Effective Pay Period 22, 2000, employees in this classification in the Health Department, who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service at the fifth step of Pay Range 530, shall advance to a new Special Attainment Step of \$1,824.81 (PP 14, 2009 rate) biweekly. In lieu of the above criteria, employees appointed to the Environmental Health Specialist I classification in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service in the fifth step of the Pay Range shall advance to a new Special Attainment Step of \$1,824.81 (PP 14, 2009 rate).

2/ Effective Pay Period 4, 2005, the position held by Terri Grote (DCD) shall be paid the following biweekly rates (updated effective Pay Period 14, 2009):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

3/ Recruitment is authorized up to the third step of the pay range.

Employees represented by Local 61, LIUNA, in the Department of Public Works, Operations Division, shall be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,592.11, \$1,636.83, \$1,684.70, \$1,734.63 and \$1,802.37.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,595.97, \$1,640.77, \$1,688.79, \$1,738.86, \$1,806.73.

Pay Range 532

Official Rate Biweekly

1,432.12 1,480.52 1,530.64 1,582.57 1,636.39 1,705.43

Benefits Services Specialist I
Claims Representative
Information Technology Specialist
Internet Analyst-Senior

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,520.07; \$1,571.44, \$1,624.65, \$1,679.76, \$1,736.90, \$1,810.18.

Pay Range 534

Official Rate-Biweekly

1,491.13 1,591.07 1,638.24 1,688.86 1,757.50

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Data Base Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.71, \$1,688.79, \$1,738.86, \$1,792.59, \$1,865.45.

Pay Range 535

Official Rate-Biweekly

1,545.82 1,591.07 1,638.24 1,688.86 1,757.50

Forestry Inspector I
Graphic Designer II 1/
Inspector, Docks and Dredging

Production Designer II
 Public Works Inspector I 2/ 3/

1/ Effective Pay Period 4, 2005, the position held by Janice Kotowicz (DCD) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

2/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

3/ Effective Pay Period 17, 2001, the additional forty (\$40) dollars biweekly received by employees in this classification while assigned as the “Resident (Lead) Inspector” to a state funded project for any time during a pay period shall be increased to eighty (\$80) dollars biweekly.

Employees represented by the Association of Law Enforcement Allied Services Personnel to be paid at the following rates effective Pay Period 1, 2006: \$1,545.82, \$1,591.07, \$1,638.24, \$1,688.86, \$1,757.50.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,640.77, \$1,688.79, \$1,738.86, \$1,792.59, \$1,865.45.

Pay Range 536

Official Rate-Biweekly			
	1,491.15	1,565.70	1,644.06

Property Appraiser 1/

1/ While occupying this title, William Daub to be paid at the biweekly rate of \$1,914.56 (PP 14, 2009). This employee will continue to receive general increases.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,582.73, \$1,661.85, \$1,745.04.

Pay Range 540

Official Rate-Biweekly				
	1,591.07	1,638.24	1,688.86	1,744.15
				1,817.12

- Benefits Services Specialist II 8/
- Certification Services Specialist
- Credit Services Specialist 8/
- Code Information Specialist
- Forestry Inspector II 1/ 2/
- Election Services Coordinator
- Helpdesk Specialist II
- Inspection Specialist 3/
- Municipal Court Clerk I

Pay Services Specialist
 Public Works Inspector II 2/ 3/ 4/ 5/ 6/ 7/
 Real Estate Specialist I
 Salvage and Sales Coordinator
 Tax Enforcement Specialist

- 1/ Effective Pay Period 9, 1993, employees who complete one year of service at the maximum step shall be eligible for one "M-step" at the biweekly rate of \$2,001.88 (PP 14, 2009) contingent upon meeting criteria in footnote 3/. Credits allowed to meet the criteria for "M-step" advancement shall meet the provisions of footnote 3/, except Forestry or horticultural courses may be substituted for "engineering" related courses.
- 2/ For these classifications, the 5th step of the pay range will be \$1,914.56 (PP 14, 2009).
- 3/ Effective Pay Period 17, 2001, employees in these classifications shall be eligible for the following three additional M-steps (PP 14, 2009 rates), provided that the following criteria is met:

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

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

- 4/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.
- 5/ Effective Pay Period 17, 2001, employees in the Public Works Inspector II classification as of Pay Period 17, 1990, and who are currently at the first "M-Step" of the Public Works Inspector II pay range, shall advance to M-Step 2.
- 6/ Effective Pay Period 17, 2001, 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.
- 7/ Effective Pay Period 17, 2001, a Public Works Inspector II in the Infrastructure Division, who is trained and capable of performing all the duties of a Water Construction Coordinator and who is assigned to perform the full range duties of a Water Construction Coordinator for time in excess of eight hours during a pay period shall receive an additional forty (\$40) biweekly during that pay period. When such inspector is assigned for at least 8 hours on both the last and first work days of consecutive pay periods, he or she shall receive an additional forty (\$40) dollars biweekly for one pay period. A Public Works Inspector II shall not be entitled to more than one forty (\$40) dollar payment per pay period.
- 8/ Effective Pay Period 4, 2005, position held by Vaughn Brooks (DER), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,452.18	\$1,497.26	\$1,543.74	\$1,591.71	\$1,641.10	\$1,692.06
\$1,744.60	\$1,798.76	\$1,854.64	\$1,912.26	\$1,971.63	\$2,032.86.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,688.79, \$1,738.86, \$1,792.59, \$1,851.27,

\$1,928.72.

Pay Range 541

Official Rate-Biweekly

1,591.07 1,638.24 1,688.86 1,744.15 1,886.76

Code Enforcement Inspector II 1/ 5/
Environmental Health Specialist II 2/ 3/
Healthy Homes Inspector
Lead Risk Assessor II 2/
Rent Assistance Specialist II
Rent Assistance Inspector 4/

1/ Employees who attain and maintain a (1) Commercial Building Code Certification, (2) UDC Construction Certification and/or (3) pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 541 shall advance to the following increments provided they meet the minimum criteria specified for each additional increment (PP 14, 2009 rates):

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

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

Increment Three: \$2,059.76 provided an employee attains and maintains all three of above certifications.

Employees not at the fifth step of Pay Range 541 who attain and maintain all three of the above specified certifications shall advance one additional step in the pay range. After such employee advances to the 5th step of Pay Range 541, such employee shall advance as outlined above.

2/ Employees in this classification employed in the Health Department who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 541 shall advance to a new Special Attainment Step of \$2,021.68 (2009 rate). In lieu of the above criteria, employees appointed to the Environmental Health Specialist II classification in the Health Department on or after July 1, 2003, who pass the Fire Inspection I exam as presented by the International Code Council and who complete at least one year of service in the fifth step of the Pay Range shall advance to a new Special Attainment Step of \$2,021.68 (PP 14, 2009 rate).

3/ Effective Pay Period 24, 2004, employees in this classification employed in the Department of Neighborhood Services who complete at least one year of service in the fifth step of Pay Range 541 and who attain and maintain a (1) Commercial Building Code Certification and/or (2) for employees appointed to the classification prior to July 1, 2003, either completes the National Fire Academy Five Core Courses when it was available prior to 1995, or completes and passes the exam for MATC State Vo-tech Fire Inspector Class Part I or passes the Fire Inspector 1 exam as presented by the International Code Council and for employees appointed to the classification on or after July 1, 2003, passes the Fire Inspector 1 exam as presented by the International Code Council shall advance to one of the following increments provided the employee meets the minimum criteria specified for that increment:

Increment One: \$2,021.68 (PP 14, 2009 rate) provided an employee attains and maintains one of above certifications; and

Increment Two: \$2,040.69 (PP 14, 2009 rate) provided an employee attains and maintains all two of above certifications.

4/ Effective Pay Period 4, 2005, the position held by Daniel Montemayor (DCD) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

He shall continue to receive an increment on his salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as he remains in that position.

5/ One position filled by Lawrence Woytek to be paid at rates consistent with Pay Range 553.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,688.79, \$1,738.86, \$1,792.59, \$1,851.27, \$2,002.65.

Pay Range 542

Official Rate-Biweekly

1,663.43	1,716.46	1,785.19	1,842.51	1,886.76
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Water Chemist II 1/

1/ Effective March 9, 1997, upon attaining a State of Wisconsin certification as a Grade T or 1 Subclass S waterworks operator, the incumbent will advance one step in the pay range. If at the maximum step, the incumbent will advance one step to \$2,062.72 (PP14, 2009) biweekly. In order to retain the extra pay step, employees must maintain current state certification as a Grade T or 1 Subclass S waterworks operator.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,765.60, \$1,821.88, \$1,894.82, \$1,955.66, \$2,002.65.

Pay Range 544

Official Rate-Biweekly

1,638.24	1,688.86	1,744.15	1,803.77	1,877.89	1,915.46
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Librarian II

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22.

Pay Range 545

Official Rate-Biweekly

1,638.24	1,688.86	1,744.15	1,803.77	1,877.89
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Accountant I 1/

Bridges and Public Buildings Inspector 2/

Library Security Investigator

1/ Effective Pay Period 4, 2005, the position held by Diane Kronberg shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
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\$1,859.09 \$1,916.81 \$1,976.31 \$2,037.71 \$2,100.95 \$2,166.09.

She shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

2/ Effective Pay Period 24, 2004, employees in this classification who have completed one year of service at the 5th step shall be eligible to advance annually on their anniversary date to the following steps, provided that the following additional criteria is met:

<u>M-step</u>	<u>Biweekly Rate</u>	<u>Criteria Needed</u>
M-1	\$2,060.99 (PP 14, 2009 rate)	Commercial Building Code certificate <u>and either</u> 30 credits or 8 years of service and 15 credits
M-2	\$2,123.81 (PP 14, 2009 rate)	Commercial Building Code <u>and either</u> 45 credits Or 10 years of service and twenty-five credits

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

- 1) Credits obtained in the engineering curriculum of any college or university accredited by the North Central Association of Colleges and Secondary Schools.

Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes.

At least 75% of the credits used for "M" step advancement must be in engineering related or architectural courses.

Employees in this classification who are at the 6th step as of Pay Period 24, 2004 shall not be required to meet the criteria for M-1 only.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,792.59, \$1,851.27, \$1,914.56, \$1,993.22.

Pay Range 546

Official Rate-Biweekly	1,638.24	1,702.89	1,770.22	1,840.36	1,913.44	2,002.87
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- Benefits Services Specialist III 1/
- Business Services Specialist 1/ 2/ 3/
- Business Service Specialist-NSP
- Housing Programs Specialist 1/
- Property Manager
- Real Estate Specialist II
- Rent Assistance Specialist III 1/

1/ Effective Pay Period 4, 2005, positions held by Cynthia Bowers, Rebeca Delgado, Donna Miller, Lou Williams, Wanda Williford, Marcia Friske and Judy Lathon-Carson (DCD), Crystal Owens and Therese Biernat (DER), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,649.08	\$1,700.28	\$1,753.09	\$1,807.53	\$1,863.65	\$1,921.55
\$1,981.19	\$2,042.73	\$2,106.14	\$2,171.52	\$2,238.96	\$2,308.56.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

2/ Effective Pay Period 4, 2005, positions held by Dawn Hoogland and Joan Rossetti (DPW-Admin), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

3/ Effective Pay Period 4, 2005, the position held by Patricia Arms (DPW-Water), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,873.89	\$1,932.09	\$1,992.05	\$2,053.93	\$2,117.70	\$2,183.45	\$2,251.29
\$2,321.19	\$2,393.25	\$2,467.57	\$2,544.18	\$2,623.59.		

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and she shall receive future AFSCME across the board wage increases as long as she remains in that positions.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,738.86, \$1,807.48, \$1,878.94, \$1,953.39, \$2,030.96, \$2,125.88.

Pay Range 547

Official Rate-Biweekly

1,682.11	1,743.47	1,809.59	1,879.13	1,942.04	2,039.78
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Environmental and Disease Control Specialist 1/
 Rent Assistance Coordinator
 Water Microbiologist II

1/ Recruitment may be up to the third step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,785.42, \$1,850.54, \$1,920.73, \$1,994.54, \$2,061.32, \$2,165.06.

Pay Range 548

Official Rate-Biweekly

1,827.98	1,954.26	2,023.64	2,084.33	2,146.87
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Housing Rehabilitation Specialist 1/

1/ Effective Pay Period 4, 2005, the positions held by Dick Haak, Jeffrey Keen, Brian Pellett, and Hamid Sarlati, shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,873.89	\$1,932.09	\$1,992.05	\$2,053.93	\$2,117.70	\$2,183.45
\$2,251.29	\$2,321.19	\$2,393.25	\$2,467.57	\$2,544.18	\$2,623.59.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,940.25, \$2,074.28, \$2,147.93, \$2,212.34, \$2,278.73.

Pay Range 549

Official Rate-Biweekly					
	1,864.54	1,993.35	2,064.11	2,126.01	2,189.80

- Boiler Inspector I 1/
- Building Construction Inspector I 1/
- Construction Materials Inspector
- Electrical Inspector I 1/
- Elevator Inspector I 1/
- Neighborhood Improvement Project Inspector
- Sprinkler Construction Inspector I 1/

1/ Effective Pay Period 24, 1995, recruitment for these classifications shall be up to the fourth step at the discretion of the department head.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,979.05, \$2,115.78, \$2,190.87, \$2,256.58, \$2,324.30.

Pay Range 550

Official Rate-Biweekly					
	1,688.86	1,744.15	1,803.77	1,864.54	1,932.39

Personnel filling positions in this pay range under the Career Internship program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

- Administrative Assistant IV 1/
- Council Information Specialist
- Human Resources Assistant
- Program Assistant III

1/ Current incumbent, Peggy Clements (Police Department), to retain the title of Administrative Assistant IV, until she vacates her current position, at which time the title shall revert to Administrative Assistant III in Pay Range 530.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,051.08.

Pay Range 553

Official Rate-Biweekly					
	1,688.86	1,744.15	1,803.77	1,864.54	2,006.71

- Environmental Health Coordinator 3/
- Lead Risk Assessor III 2/

1/ Effective Pay Period 3, 1998, employees in these job classifications who complete at least one year of service at the fifth step and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection

Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows (PP 14, 2009 rates):

- (a) Increment One: \$2,151.24 provided the employee attains and maintains one of the above certifications;
- (b) Increment Two: \$2,172.55 provided the employee attains and maintains two of the above certifications;
- (c) Increment Three: \$2,193.85 provided the employee attains and maintains all three of the above certifications.

2/ Employees in this classification who pass the National Fire Academy Five Core courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and who complete at least one year of service in the fifth step of Pay Range 553 shall advance to a new Special Attainment Step of \$2,151.24 (PP 14, 2009 rate).

3/ Effective Pay Period 4, 2005, the position held by Julie Hults (Health), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07,
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

She shall continue to receive an increment on her salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as she remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,129.95.

Pay Range 555

Official Rate-Biweekly

1,744.15	1,803.77	1,864.54	1,919.05	1,991.47
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- Administrative Services Coordinator
- Driver Training Instructor
- Environmental Hygienist
- Municipal Court Clerk II 1/
- Sidewalk Repair Specialist 2/ 3/ 4/

1/ Effective Pay Period 24, 2004, employees employed in the Municipal Court shall be eligible to receive an additional \$1.00 per hour while performing interpreter duties for court proceedings from Spanish to English and vice versa.

2/ Effective Pay Period 24, 2004, employees in the Sidewalk Repair Specialist classification who have completed one year of service at the 5th step shall be eligible to advance annually on their anniversary date to the following steps, provided that the following additional criteria is met:

M-step Biweekly Rate Criteria Needed

M-1 \$2,194.41 (2009 rate) 30 credits only or 8 years of service and 15 credits

M-2 \$2,258.10 (2009 rate) 45 credits only or 10 years of service and 25 credits

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

- 1) Credits obtained in the engineering curriculum of any college or university accredited by the

North Central Association of Colleges and Secondary Schools.

Credits obtained in college-level engineering technology courses in two year associate degree programs at technical colleges, junior colleges and institutes.

At least 75% of the credits used for "M" step advancement must be in engineering related courses.

3/ For this classification, the 5th step of the pay range will be \$2,099.64 (PP 14, 2009).

4/ Gerard Berendt, upon his promotion to Sidewalk Repair Specialist, shall continue to be paid at rates consistent with Pay Range 540, M-step 3 until such time he becomes eligible for M-step 1 under Pay Range 555. In addition, the criteria specifying that one year of service at the 5th step of Pay Range 555 be completed before advancement to M-step 1 of Pay Range 555, shall be satisfied by Gerald Berendt as determined by the department of public works under the terms specified in the June 10, 2008 Memorandum of Understanding.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,113.78.

Pay Range 556

Official Rate-Biweekly

1,744.15 1,803.77 1,864.54 1,919.05 2,054.10 2,126.68

Plan Examiner Specialist
Programmer II 1/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,180.25, \$2,257.29.

Pay Range 557

Official Rate-Biweekly

1,783.31 1,843.79 1,898.45 1,957.56 2,029.89 2,070.49

Librarian III 1/
Library Education Outreach Specialist

1/ Recruitment may be up to the fourth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,892.84, \$1,957.03, \$2,015.04, \$2,077.79, \$2,154.55, \$2,197.65.

Pay Range 558

Official Rate-Biweekly

1,688.86 1,744.15 1,803.77 1,864.54 1,955.82
2,008.57 2,074.66

Associate Planner
Geographic Information Specialist
Lead Program Information Specialist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,792.59, \$1,851.27, \$1,914.56, \$1,979.05, \$2,075.94, \$2,131.93, \$2,202.07.

Pay Range 559

Official Rate-Biweekly
1,943.37 1,999.55 2,057.32 2,116.77 2,177.95 2,240.90

Lead Water Chemist

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,062.72, \$2,122.36, \$2,183.67, \$2,246.79, \$2,311.72, \$2,378.54.

Pay Range 560

Official Rate-Biweekly
1,864.54 1,919.05 1,978.15 2,037.28 2,128.78

Investigator/Adjuster 1/
Urban Forestry Technician

1/ Effective Pay Period 4, 2005, positions held by Steve Carini and Robert Overholt (City Attorney), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92 \$1,812.52 \$1,868.80 \$1,926.84 \$1,986.66 \$2,048.34,
\$2,111.94 \$2,177.57 \$2,245.15 \$2,314.87 \$2,386.78 \$2,461.07.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,979.05, \$2,036.91, \$2,099.64, \$2,162.41, \$2,259.52.

Pay Range 565

Official Rate-Biweekly
1,919.05 1,978.15 2,037.28 2,115.43 2,206.96 2,251.10

Librarian IV

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,036.91, \$2,099.64, \$2,162.41, \$2,245.35, \$2,342.50, \$2,389.35.

Pay Range 572

Official Rate-Biweekly

1,744.15 1,803.77 1,864.54 1,919.05 2,029.45

Special Enforcement Inspector 1/ 2/ 3/ 4/

- 1/ The fifth step shall be \$2,195.19 (PP 14, 2009) for employees in these classifications.
- 2/ Effective Pay Period 3, 1998, employees in these job classifications who complete at least one year of service at the fifth step and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment: (a) Uniform Dwelling Code (UDC) Construction certification; (b) pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available) and/or (c) Commercial Building Code Certification. The increment shall be as follows (PP 14, 2009 rates):
 - (a) Increment One: \$2,217.15 provided the employee attains and maintains one of the above certifications;
 - (b) Increment Two: \$2,239.08. provided the employee attains and maintains two of the above certifications;
 - (c) Increment Three: \$2,261.06. provided the employee attains and maintains all three of the above certifications.
- 3/ Effective Pay Period 22, 2000, employees in these job classifications who are not at the fifth step and who attain and maintain all three of the certifications specified in footnote "2/" shall advance one additional step in the pay range. After such employees advance to the fifth step, such employees shall advance as outlined in footnote "2/."
- 4/ Effective Pay Period 17, 2009, one position filled by Jeffery Berry to be paid rates consistent with Pay Range 556 for one year per the MOU."

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,851.27, \$1,914.56, \$1,979.05, \$2,036.91, \$2,154.10.

Pay Range 576

Official Rate-Biweekly

1,978.15 2,037.28 2,115.43 2,193.63 2,340.75

Senior Planner
Senior Planner-Architectural Design

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,099.64, \$2,162.41, \$2,245.35, \$2,328.35, \$2,484.52.

Pay Range 577

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1,955.19	2,346.35	2,737.53

Auditor 1/

Financial Systems Analyst 1/
Accounting Specialist 1/
Comptroller Network Analyst 1/
Revenue and Financial Services Assistant 1/

1/Recruitment authorized up to 60% of the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Pay Range 578

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,084.19	2, 500.95	2,917.71

Auditor-Lead 1/
City Payroll Specialist 1/

1/Recruitment authorized up to 60% of the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Pay Range 579

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2368.11	2, 841.67	3,315.22

Information Systems Auditor 1/

1/Recruitment authorized up to 60% of the pay range with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel.

Pay Range 580

Official Rate-Biweekly

<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
2,867.26	3,440.70	4,014.14

Public Debt Specialist 1/

Pay Range 587

Official Rate-Biweekly

2,063.29	2,153.31	2,247.18	2,345.17	2,460.79
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Zoning and Development Coordinator

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be

paid at the following biweekly rates effective Pay Period 14, 2009: \$2,190.02, \$2,285.56, \$2,385.19, \$2,489.20, \$2,611.92.

Pay Range 588

Official Rate-Biweekly				*	
1,726.19	1,812.11	1,885.40	1,959.97	2,038.32	2,120.45
		*		*	
2,205.12	2,293.58	2,384.57	2,480.60	2,579.16	2,682.79

Senior Property Appraiser 1/ 2/

*An employee shall move from the minimum step in the pay range to the maximum step in the pay range in annual increments, except in order to advance beyond step 4, step 8 or step 10, the employee must have met the respective criteria for steps 5, 9 or 11 as outlined in the City/Union October 29, 1999 Memorandum of Understanding. Advancement for current employees is as outlined in the City/Union October 29, 1999 Memorandum of Understanding.

1/ Employees in this classification who attain and maintain the designation of either "Residential Evaluation Specialist" or "Certified Assessment Evaluator" from the International Association of Assessing Officers (IAAO) or a Master's Degree in Real Estate or its equivalent as determined by the Commissioner of Assessments and who meet the criteria of the next step above their current step, shall advance one step in the pay range. If at the maximum pay step, the employee shall advance one step to \$2,933.40. (PP 14, 2009).

2/ While occupying this title, Johnie Farmer to be paid at the rate of \$2,154.10. (PP 14, 2009) biweekly. The above employee will continue to receive general increases.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,832.20, \$1,923.40, \$2,001.19, \$2,080.34, \$2,163.51, \$2,250.67, \$2,340.54, \$2,434.43, \$2,531.02, \$2,632.95, \$2,737.56, \$2,847.55.

Pay Range 589

Official Rate-Biweekly				
2,126.01	2,189.80	2,255.48	2,323.14	2,392.83

- Boiler Inspector II 1/ 2/ 3/
- Building Construction Inspector II 1/ 2/ 3/
- Electrical Inspector II 1/ 2/ 3/
- Elevator Inspector II 1/ 2/ 3/
- Sprinkler Construction Inspector II 1/ 2/ 3/

1/ Employees in these job classifications assigned by the Commissioner of Building Inspection as a project leader will receive one additional pay step while working in that capacity. If the employee assigned as project leader is being paid at the maximum of the range, he or she will receive a rate 3% above the biweekly maximum of the range while working as a project leader.

2/ Effective Pay Period 24, 2004, employees who complete at least one year of service at the third step of Pay Range 589 shall advance to the fourth step provided they meet one of the following criteria:

- 1) Have obtained an Associate's degree in civil engineering, architecture, construction management, construction technology or field related closely to construction; or

Hold a Wisconsin license as a Professional Engineer or Professional Architect; or
 Have successfully completed 60 college credits of which a minimum of 39 credits are engineering-related, architectural design-related, or construction management-related and 9 credits are job-related or engineering-related, architectural design-related, or construction management-related, or
 Have 14 years of City service as a Building Construction Inspector and have successfully completed 40 college credits of which a minimum of 26 credits are engineering related, architectural design related or construction management related and 6 credits are job related or engineering related, architectural design related or construction management related.

For (3) and (4) above, Engineering related, architectural design related or construction management related credits allowed to meet the criteria shall be credits obtained in the engineering curriculum, architectural design curriculum or construction management curriculum of any college or university accredited by the North Central Association of colleges and Secondary Schools or credits obtained in college-level engineering, architectural design or construction technology courses in two-year associate degree programs at technical colleges, junior colleges and institutes. Job-related credits shall be credits determined by the Commissioner of Building Inspection as job related.

3/ The fifth step of the pay range is reserved for those employees who have obtained a bachelor’s degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction. Consideration will also be given for the attainment of professional licenses such as that of Professional Engineer or Professional Architect.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,256.58, \$2,324.30, \$2,394.02, \$2,465.81, \$2,539.80.

Pay Range 591

Official Rate-Biweekly						
2,246.98	2,333.68	2,437.16	2,531.17	2,628.83	2,730.25	

Network Analyst-Senior 1/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,384.98, \$2,476.99, \$2,586.84, \$2,686.63, \$2,790.28, \$2,897.94.

Pay Range 592

Official Rate-Biweekly					
1,450.13	1,499.61	1,552.19	1,607.34	1,664.68	1,740.07

Library Youth Educator
 Market Analyst 1/
 Public Health Educator I

1/ Position to be studied when vacated by Michael Mathias.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,539.19, \$1,591.71, \$1,647.51, \$1,706.05,

\$1,766.91, \$1,846.95.

Pay Range 593

Official Rate-Biweekly						
1,607.34	1,664.68	1,726.73	1,792.67	1,861.17	1,945.74	

Health Information Specialist 1/
Public Health Educator II

1/ Recruitment to may be up to the third step.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,706.05, \$1,766.91, \$1,832.78, \$1,902.77, \$1,975.47, \$2,065.25.

Pay Range 594

Official Rate-Biweekly						
1,664.68	1,726.73	1,792.67	1,861.17	1,932.41	2,019.86	

Accountant II 4/ 5/
Housing Services Specialist 5/
Network Specialist 1/ 4/ 5/
Nutritionist 2/ 3/
Paralegal 4/
Public Health Social Worker 2/
Research Assistant 5/

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

2/ Recruitment to be up to the third step.

3/ The City shall pay a premium of \$20.00 biweekly to one position of Nutritionist while assigned to the Women, Infants, and Children's Nutrition Program.

4/ Effective Pay Period 4, 2005, positions held by Lisa Ames, Angelique Pettigrew-Davis, and Jean Semenuk (City Attorney), Mary Pickett (Comptroller) and April Wilks (DPW-Administration) shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,547.43	\$1,595.49	\$1,645.05	\$1,696.10	\$1,748.75	\$1,803.07
\$1,859.09	\$1,916.81	\$1,976.31	\$2,037.71	\$2,100.95	\$2,166.09.

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

5/ Effective Pay Period 4, 2005, positions held by Emma Kennis, Loyce Howard (DCD), John Egan (DPW-Infrastructure) and Joan Dimow (FPC), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34	\$2,111.94
\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07.		

They shall continue to receive an increment on their salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as they remain in those positions.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,766.91, \$1,832.78, \$1,902.77, \$1,975.47, \$2,051.10, \$2,143.92.

Pay Range 595

Official Rate-Biweekly

1,726.73 1,792.67 1,861.17 1,932.41 2,006.53 2,096.89

Engineering Systems Specialist
Operations Analyst

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,832.78, \$1,902.77, \$1,975.47, \$2,051.10, \$2,129.77, \$2,225.68.

Pay Range 596

Official Rate-Biweekly

1,792.67 1,861.17 1,932.41 2,006.53 2,083.56 2,177.04

Network Analyst-Assistant 1/ 2/
Network Services Coordinator-Senior

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

2/ Effective Pay Period 4, 2005, the position held by Corey Richards (DOA), shall be paid the following biweekly rates (*updated effective Pay Period 14, 2009*):

\$1,757.92	\$1,812.52	\$1,868.80	\$1,926.84	\$1,986.66	\$2,048.34
\$2,111.94	\$2,177.57	\$2,245.15	\$2,314.87	\$2,386.78	\$2,461.07

He shall continue to receive an increment on his salary anniversary date, if not at the maximum, and shall receive future AFSCME across the board wage increases as long as he remains in that position.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,902.77, \$1,975.47, \$2,051.10, \$2,129.77, \$2,211.52, \$2,310.75.

Pay Range 597

Official Rate-Biweekly (2010)

2,257.56 2,344.21 2,434.39 2,528.08 2,625.61 2,742.05

Investments and Financial Services Specialist 1/

1/ Appointment may be up to the fifth step of the pay range 597 with the approval of the Department of Employee Relations and the Chair of the Finance & Personnel Committee.

Pay Range 598

Official Rate-Biweekly	2,006.53	2,083.56	2,163.71	2,246.98	2,333.68	2,437.16
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Automated Systems Specialist
 Crime Analyst 2/
 GIS Analyst
 Network Analyst-Associate 1/
 Programmer Analyst 1/
 Water Quality Analyst

1/ Appointment may be up to the third step of the pay range with the approval of the Department of Employee Relations and the concurrence of the Chair or Vice-Chair of the Committee on Finance and Personnel.

2/ Appointment may be up to the fifth step of the pay range 598 with the approval of the Department of Employee Relations and the Chair of Finance & Personnel Committee.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,129.77, \$2,211.52, \$2,296.59, \$2,384.98, \$2,476.99, \$2,586.84.

Pay Range 599

Official Rate-Biweekly	2,193.63	2,283.37	2,371.01	2,433.67	2,576.72
	2,714.71	2,823.29			

Facilities Control Specialist 1/ 2/

1/ Position shall be studied upon vacancy by David Vega.

2/ Recruitment may be up to the fifth step of the pay range.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,328.35, \$2,423.61, \$2,516.63, \$2,583.13, \$2,734.97, \$2,881.44, \$2,996.70.

Sec. 9. Drafters, Technicians, and Related Classes (District Council 48, AFSCME).

Rates for Sec. 9 effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 600

Official Rate-Biweekly	1,170.06	1,258.82	1,289.66	1,324.50	1,412.82
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Drafting Technician I
 Engineering Drafting Technician I
 Engineering Technician I 1/ 2/
 Geographic Information Technician I

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

2/ Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,241.91, \$1,336.14, \$1,368.86, \$1,405.85, \$1,499.59.

	Pay Range 602				
Official Rate-Biweekly		*	*		
	1,361.17	1,399.82	1,440.42	1,483.72	1,532.96
				1,532.96	1,667.33

Drafting Technician II
 Engineering Drafting Technician II
 Engineering Technician II 1/ 2/
 Geographic Information Technician II

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

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

(2) Effective January 1, 1995, employees who complete at least one year of service in the fourth step of Pay Range 602 shall advance annually in the Pay Range 602 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (fifth step)	30 credits
M-2 (sixth step)	35 credits

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

(3) Employees who advance or have advanced to the fourth step of the range (regular maximum) upon completion of three years of service at that step subsequent to that date, will be eligible for the fifth step, at the end of three more years, will be eligible for the sixth step in lieu of the college credit requirement noted above.

2/ Employees who are assigned to Road Life Work shall receive an additional \$0.75 per hour while assigned to that work.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,444.75, \$1,485.80, \$1,528.89, \$1,574.84, \$1,627.11, \$1,769.74.

Pay Range 604

Official Rate-Biweekly				
1,588.78	1,654.53	1,723.22	1,794.84	1,869.60
*	*	*		
1,947.67	2,029.06	2,127.43		

Bicycle and Pedestrian Coordinator
 Construction Coordinator
 Drafting Technician IV
 Engineering Drafting Technician IV

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

(2) Effective January 1, 1995, employees who complete at least one year of service in the fourth step of Pay Range 604 shall advance annually in the Pay Range 604 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	30 credits or 8 years of service and 15 credits.
M-2 (seventh step)	45 credits or 10 years of service and 25 credits.
M-3 (eighth step)	60 credits or 12 years of service and 40 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,686.37, \$1,756.16, \$1,829.05, \$1,905.08, \$1,984.42, \$2,067.29, \$2,153.67, \$2,258.10.

Pay Range 606

Official Rate-Biweekly				
1,869.60	1,947.67	2,029.06	2,114.08	2,202.75
*	*			
2,295.33	2,405.29			

Drafting Technician V
 Engineering Drafting Technician V
 Landscape Architect 1/
 Water Construction Coordinator

1/ Employees holding the title of Landscape Architect shall be eligible for all steps of Pay Range 606.

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

(2) Effective January 1, 1995, employees who complete at least one year of service in the fifth step of Pay Range 606 shall advance annually in the Pay Range 606 "M" steps on their anniversary date, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	60 credits or 14 years of service and 40 credits.
M-2 (seventh step)	75 credits or 16 years of service and 55 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and District Council 48, AFSCME.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,984.42, \$2,067.29, \$2,153.67, \$2,243.92, \$2,338.04, \$2,436.30, \$2,553.02.

Pay Range 607

Official Rate-Biweekly					
	2,344.37	2,447.46	2,554.10	2,665.45	2,795.03

Communications Facilities Coordinator
Facilities Project Coordinator

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,488.35, \$2,597.77, \$2,710.96, \$2,829.15, \$2,966.68.

Sec. 10. Technicians, Engineers, and Architects of Milwaukee (TEAM).

Rates for Sec. 10 effective Pay Period 14, 2009 (June 28, 2009)

Pay Range 619

Official Rate-Biweekly (2006)					
	1,624.44	1,695.25	1,769.18	1,846.36	1,940.96

Assessment Technician I

Pay Range 620

Official Rate-Biweekly					
	1,695.25	1,769.18	1,846.36	1,926.84	2,010.87
	*	*	*		
	2,098.56	2,190.02	2,299.70		

*Technical "M" ranges

Engineering Technician IV 1/

1/ Incumbents of this position, when assigned by competent authority to perform tunnel work under air, shall

receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

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

(2) Engineering Technicians IV who complete at least one year of service in the fifth step of Pay Range 620 shall advance annually in Pay Range 620 "M" steps on their anniversary dates, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	30 credits or eight years of service and 15 credits.
M-2 (seventh step)	45 credits or 10 years of service and 25 credits.
M-3 (eighth step)	60 credits or 12 years of service and 40 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and Technicians, Engineers and Architects of Milwaukee (TEAM).

	Pay Range 621				
Official Rate-Biweekly					
	2,098.56	2,190.02	2,299.70	2,391.70	2,487.36

Parking Operations Coordinator

	Pay Range 622				
Official Rate-Biweekly					
	2,010.87	2,098.56	2,190.02	2,285.56	2,385.19
	*	*			
	2,489.20	2,611.92			

*Technical "M" ranges

Assessment Technician II
Engineering Technician V

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

Engineering Technicians V and Assessment Technicians II who complete at least one year of service in the fifth step of Pay Range 622 shall advance annually in Pay Range 622 "M" steps on their anniversary dates, provided they meet the following criteria:

<u>"M" Step</u>	<u>Criteria Needed</u>
M-1 (sixth step)	60 credits or 14 years of service and 40 credits.
M-2 (seventh step)	75 credits or 16 years of service and 55 credits.

Credits allowed to meet the criteria for "M" step advancement shall be as provided for in the labor agreement between the City of Milwaukee and Technicians, Engineers and Architects of Milwaukee (TEAM).

Pay Range 624

Official Rate-Biweekly

1,926.84 2,010.87 2,098.56 2,190.02 2,299.70

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Architectural Designer I 1/

Civil Engineer I 1/ 2/

Electrical Engineer I 1/

Mechanical Engineer I 1/

Traffic Control Engineer I 1/

1/ Recruitment and employment may be at any of the first four rates in the pay range, subject to the control and authorization of the Board of City Service Commissioners.

2/ Incumbents, when assigned by competent authority to perform tunnel work under air, shall receive additional compensation of \$24.00 biweekly to be paid on a daily basis for each day on which such work is performed.

Pay Range 625

Official Rate-Biweekly

2,139.40 2,242.07 2,349.74 2,462.50 2,580.68
 2,704.57 2,834.38

Plan Examiner II

Pay Range 626

Official Rate-Biweekly

2,190.02 2,285.56 2,385.19 2,489.20 2,611.92

Architectural Designer II

Civil Engineer II

Electrical Engineer II

Mechanical Engineer II

Traffic Control Engineer II

Pay Range 627

Official Rate-Biweekly

2,385.19 2,489.20 2,597.77 2,710.96 2,843.31

Facilities Construction Project Coordinator

Facilities Maintenance Coordinator

Pay Range 628

Official Rate-Biweekly

2,488.35 2,597.77 2,710.96 2,829.15 2,966.68

Architect III

Civil Engineer III

Electrical Engineer III

Engineering Technician VI
Mechanical Engineer III 1/
Traffic Control Engineer III

1/ Appointment for one position of Mechanical Engineer III in the Department of City Development may be up to and including the third step.

Pay Range 629

Official Rate-Biweekly

2,488.35	2,597.85	2,712.14	2,831.50	2,956.08
3,086.15	3,221.92			

Plan Examiner III 1/

1/ Recruitment may be up to the fourth step of the pay range.

Pay Range 630

Official Rate-Biweekly

2,829.15	2,952.51	3,081.30	3,215.63	3,370.06
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Architect IV
Civil Engineer IV

Sec. 11. Microbiologists, Chemists, Virologists (Association of Scientific Personnel).

Rates for Sec. 11 effective Pay Period 14 2009 (June 28, 2009)

Pay Range 635

Official Rate-Biweekly

1,427.26	1,458.08	1,492.72	1,529.17	1,567.52	1,636.77
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Medical Laboratory Technician

Pay Range 640

Official Rate-Biweekly

1,523.22	1,567.02	1,616.78	1,670.15	1,725.57
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Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Chemist I 1/
Microbiologist I 1/
Virologist I 1/

1/ Appointment may be at any step of the pay range.

Pay Range 642

Official Rate-Biweekly

1,785.42	1,850.54	1,920.73	1,994.54	2,061.32	2,165.06
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Chemist II 1/
 Microbiologist II 1/
 Virologist II 1/

1/ Effective with appointments after October 23, 2000, appointment may be at any step in the pay range.

Pay Range 644

Official Rate-Biweekly					
2,061.32	2,133.88	2,206.25	2,301.96	2,397.84	2,504.74

Chemist III 1/
 Microbiologist III 1/
 Virologist III 1/

1/ Effective with appointments after October 23, 2000, appointment may be at any step in the pay range.

Pay Range 646

Official Rate-Biweekly					
2,301.96	2,397.84	2,504.74	2,587.38	2,672.76	2,760.97

Laboratory Information Systems Specialist
 Lead Microbiologist

Sec. 12. Public Health Nurses, Associate Public Health Nurses, Public Health Nurse Interns (Staff Nurses Council).

Rates for Sec. 12 effective Pay Period 14, 2009 (June 28, 2009)

Pay Range 665

Official Rate-Biweekly				
1,432.16	1,485.13	1,539.97	1,596.99	1,660.85

Public Health Nurse Intern 1/

1/ Recruitment shall be at the first or second step of the range, subject to applicable experience under criteria established by the City.

Pay Range 666

Official Rate-Biweekly					
1,769.98	1,840.50	1,913.85	1,990.11	2,069.44	2,110.87
2,171.86					

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Associate Public Health Nurse 1/ 2/
 Public Health Nurse 1/ 2/ 3/

1/ The City shall pay a premium of \$45.00 biweekly for Public Health Nurses or Associate Public Health Nurses

assigned on a full-time basis with full responsibilities to one of the following job assignments: Health Center Coordinator, Charge Nurse/STD Clinic, Charge Nurse/TB, Lead (Pb) Program Coordinator, Charge Nurse/Staff Development Unit, Charge Nurse/Family Health Clinic, Charge Nurse/WIC, Health Information Coordinator, Immunization Coordinator, and PHN Coordinator-HIV Women's Program. Effective Pay Period 25, 2003, Public Health Nurses assigned on a full-time basis with full responsibilities to the job assignment of PHN Coordinator-Adolescent School Health (ASHP) shall also be eligible for the \$45 biweekly premium.

2/ Effective Pay Period 17, 2002, a Public Health Nurse or Associate Public Health Nurse shall be eligible to receive an additional thirty (\$30) dollars biweekly special Attainment Pay provided they meet one or more of the following criteria and have provided the department with the appropriate documentation:

Criterion One: A nurse has a Master's Degree of Nursing approved by the National League of Nursing (NLN) and has submitted the diploma verifying such degree to the Public Health Nurse Manager.

Criterion Two: A nurse has an American Nurses' Association (ANA) certification in Community Health Nurse, Family Nurse Practitioner, Pediatric Nurse Practitioner, Gerontological Nurse Practitioner or a National Certification Corporation (NCC) certification as a Women's Health Care Nurse Practitioner and has submitted the certificate to the Public Health Nurse Manager or an American Nurses Credentialing Center (ANCC) certification as a Psych/Mental Health Nurse or an AIDS Certified Registered Nurse (ACRN) certification by the HIV/AIDS Nursing Certification Board (HANCB).

Criterion Three: A nurse has a Department of Public Instruction Certification and has submitted the certificate to the Public Health Nurse Manager.

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

3/ Recruitment shall be at the first, second, third, or fourth pay step subject to applicable experience under criteria established by the City. In addition, effective Pay Period 17, 2002, recruitment may be up to the second step based upon market conditions as determined by the City.

Pay Range 670

Official Rate-Biweekly

2,149.34 2,232.89 2,319.67 2,409.86 2,503.57 2,600.94

Nurse Practitioner-STD/HIV Program

Sec. 13. Machinists and Related Classes (Local 494, Electrical Workers-Machine Shop).

Rates for Sec. 13 effective Pay Period 14, 2009 (June 28, 2009)

The biweekly rates of pay effective Pay Period 14, 2009 shall remain in effect from Pay Period 1, 2010 (December 27, 2009) for Pay Ranges 694, 696 and 698 through Pay Period 26, 2011. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

Pay Range 694

Official Rate-Biweekly
1,713.99 1,765.97 1,820.88 1,880.61 1,945.37

Electrical Services Welder

Pay Range 696

Official Rate-Biweekly
1,882.47 1,946.95 2,016.69 2,087.73 2,160.87

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Electrical Services Blacksmith
Electrical Services Machinist I

Pay Range 698

Official Rate-Biweekly
1,946.95 2,016.69 2,087.73 2,160.87 2,236.03

Machinist II

Sec. 14. Bridge Operators and Related Classes (Local 195, Electrical Workers).

Rates for Sec. 14 effective Pay Period 14, 2009 (June 28, 2009)

Pay Range 704

Official Rate-Biweekly
1,501.49 \$1,535.16 \$1,570.58 \$1,607.89 \$1,647.18

Bridge Operator 1/

1/ Bridge Operators assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour effective Pay Period 1, 2002 (December 23, 2001).

Pay Range 710

Official Rate-Biweekly
1,580.98 1,614.69 1,650.07 1,687.47 1,738.34

Bridge Operator Lead Worker 1/

1/ Bridge Operator Lead Workers assigned to the maintenance crew on a full-day basis will be paid a premium of \$0.50 per hour effective Pay Period 1, 2002 (December 23, 2001).

Sec. 15. Fire Equipment Repair Classes (International Association of Machinists and Aerospace Workers).

Rates for Sec. 15 effective Pay Period 1, 2010 (December 27, 2009)

The biweekly rates of pay effective Pay Period 14, 2009 shall remain in effect from Pay Period 1, 2010 (December 27, 2009) for Pay Ranges 722, 724, 726, 732, 733 and 734 through Pay Period 26, 2011. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

Pay Range 722

Official Biweekly Rate

1,327.22	1,403.89	1,500.75	1,538.05	1,592.69
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Fire Mechanic Helper ^{1/}

^{1/} An employee hired after January 1, 1988, shall not be eligible to attain step 5 of this pay range. Step 4 shall be the highest step attainable by employees hired after January 1, 1988.

Pay Range 724

Official Biweekly Rate

1,307.46	1,384.67	1,481.49	1,518.65	1,671.26
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Fire Stores Clerk ^{1/}

^{1/} Current incumbent, Andrew Pozorski, to retain the title of Fire Stores Clerk until he vacates his current position, at which time the title shall revert to Inventory Control Assistant III in Pay Range 340.

Pay Range 726

Official Biweekly Rate

1,399.95	1,478.92	1,579.67	1,616.78	1,658.46	1,723.85
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Fire Equipment Repairer I ^{1/}

^{1/} An employee may be eligible to attain step 6 of this pay range after completing one year of service in step 5 and after meeting established requirements for attaining step 6. The requirements for attaining step 6 shall be established by agreement between labor and management. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

Pay Range 732

Official Biweekly Rate

1,541.85	1,636.37	1,750.81	1,807.76	1,885.44
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Fire Equipment Repairer II ^{1/}

^{1/} Employees occupying this position classification on August 21, 1988, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Mark Madritsch, if promoted to this classification, may attain the fifth step of this pay range through the process described in Article 10, paragraphs 3 and 4 of the City/IAMAW Agreement. Any other individual entering

this position classification shall not be eligible to be paid at step 5 of this pay range. Step 4 shall be the highest step attainable by other individuals in this classification.

Pay Range 733

Official Biweekly Rate					
1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,933.72

Fire Equipment Machinist
Fire Equipment Compressed Air Technician
Fire Building and Equipment Maintenance Specialist

Pay Range 734

Official Biweekly Rate					
1,567.26	1,662.85	1,779.16	1,838.82	1,903.35	1,952.78

Fire Equipment Welder ^{1/} _{2/}
Fire Equipment Mechanic ^{1/} _{2/}

^{1/} Requirement for advancement to the sixth step of Pay Range 734 shall be employment by the City of Milwaukee as a Fire Mechanic as of June 1, 1989. Employees entering this classification after June 1, 1989, must maintain the appropriate current ASE certifications in order to attain the sixth step. There shall be no pay step advancement from Pay Period 1, 2010 through Pay Period 26, 2011.

^{2/} Employees occupying the position of Fire Equipment Mechanic or, effective Pay Period 1, 2008, Fire Equipment Welder, shall be eligible to receive, for all hours of active service, an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT), Fire Apparatus Technician Level I, II and Master Level III certifications. Effective pay period 11, 2005, the pay for EVT Level I Certification shall be increased to twenty-five cents per hour, the pay for EVT Level II Certification shall be increased to fifty cents per hour, and the pay for EVT Master Level III Certification shall be increased to seventy-five cents per hour. EVT payments continue to be payable to employees who have advanced to Step 6 of Pay Range 734 and who have attained and maintained an EVT Level I, an EVT Level II or an EVT Master Level III certification.

Sec. 16. Sanitation Workers and Related Classes (Local 61, Laborers' International Union).

Rates for Sec. 16 effective Pay Period 14, 2009 (June 28, 2009)

Pay Range 740

Official Rate-Biweekly				
1,422.83	1,454.76	1,487.08	1,522.24	1,559.42

Cart Maintenance Technician
Sanitation Worker ^{1/} _{2/}

^{1/} Sanitation Workers who work on crews that utilize rear container loaders shall receive a ten cent (10c) per hour premium.

^{2/} Effective Pay Period 1, 2005, Sandra Trammell and Joseph DeLeon, when working as a Sanitation Worker, shall be paid at the rates consistent with Pay Range 741 in fiscal years 2005 and 2006. Effective Pay Period 1, 2007, when working as a Sanitation Worker, they shall be frozen at their rates of pay that were

consistent with Pay Range 741 in 2006, until such time the maximum biweekly pay rate of the Sanitation Worker classification equals or exceeds that amount, at which time they will be eligible to receive general pay increases.

Pay Range 741

Official Rate-Biweekly					
1,455.13	1,488.97	1,523.83	1,560.90	1,600.53	

Field Headquarters Coordinator
Utility Crew Worker

Pay Range 742

Official Rate-Biweekly					
1,468.96	1,501.30	1,536.61	1,573.62	1,644.74	

Sanitation Crew Leader

Sec. 16a. Public Works Driving Positions (District Council 48, AFSCME and Local 61 Laborers International Union).

Rates for Sec. 16a effective Pay Period 14, 2009 (June 28, 2009) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay Range 750

Official Rate Biweekly					
1,178.50	1,423.11	1,454.48	1,489.86	1,544.48	
1,597.22	1,655.75	1,717.29	1,780.86	1,850.96	

Operations Driver/Worker 1/ 2/ 3/ 4/ 5/ 6/

- 1/ All Local 423 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall be placed in the new pay range at the minimum of step seven (7).
- 2/ All Local 61 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall advance to a minimum of step 7.5 of \$1,683.04 (PP 14, 2009) after five full years of service.
- 3/ Employees while operating Equipment No. 55013 shall be paid at the hourly rate in Pay Range 962.
- 4/ Effective Pay Period 3, 1998, employees shall receive an additional \$2.77 per hour (\$221.60 biweekly) while assigned to operate the Reach All or Hydro Crane.
- 5/ Effective Pay Period 17, 2001, an employee while assigned as the utility person shall receive an additional \$0.50 per hour.
- 6/ Effective June 8, 2009, one position held by Ken Wischer, in the Milwaukee Department of Public Works, to be paid at rates consistent with Pay Range 936 while performing contract administrator duties.

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,178.50, \$1,423.11, \$1,454.48, \$1,489.86,

\$1,544.48, \$1,597.22, \$1,655.75, \$1,717.29, \$1,780.86, \$1,850.96.

Sec. 17. Plumbing Inspectors and Related Classes (Plumbers' Local #75).

Rates for Sec. 17 effective Pay Period 14, 2009 (June 28, 2009) or as noted

Pay Range 785

Official Rate-Biweekly	2,100.45	2,163.47	2,228.36	2,295.24	2,364.09
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Plumbing Inspector I 1/

1/ Effective Pay Period 10, 2005 (April 24, 2005), recruitment for Plumbing Inspector I position shall be up to the second step of the pay range at the discretion of the department head. Effective on the appointment date of a Plumbing Inspector I who is appointed after April 24, 2005, who are in a pay step lower than the pay step of the newly appointed Plumbing Inspector I, shall advance to the same pay step as the newly appointed Plumbing Inspector I. Effective Pay Period 1, 2006, recruitment for Plumbing Inspector I positions shall be up to the third pay step of the pay range at the discretion of the department head. Effective on the appointment date of a Plumbing Inspector I who is appointed in Pay Period 1, 2006 or after, Plumbing Inspectors I who were appointed prior to Pay Period 1, 2006, who are in a pay step lower than the pay step of the newly appointed Plumbing Inspector I, shall advance to the same pay step as the newly appointed Plumbing Inspector I.

Pay Range 786

Official Rate-Biweekly (<i>Rates effective Pay Period 25, 2009</i>)	2,644.80
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Landscape and Irrigation Specialist 1/ 2/

1/ The Landscape and Irrigation Specialist is compensated at 92% of the outside prevailing hourly rate for journeymen plumbers. (*Effective PP 25, 2009 (November 29, 2009) the hourly rate is \$33.06 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.*)

2/ Effective Pay Period 13, 2004, when the Landscape and Irrigations specialist in the Forestry Section of the Operations Division of the Department of Public Works is assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, he/she shall be paid at 95% of the outside prevailing hourly rate for journeyman plumbers. (*Effective PP 25, 2009 (November 29, 2009) the hourly rate is \$34.13 (\$2,644.80 biweekly) 92% of the outside rate of \$35.93 per hour.*)

Pay Range 788

Official Rate-Biweekly	2,295.24	2,364.09	2,435.00	2,508.04	2,583.28
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Plumbing Inspector II 1/

1/ The fourth step of the pay range is reserved for those employees who have obtained an associate's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the Automatic Fire System Sprinkler Tester certification. Any changes in these requirements will be determined by mutual agreement between DER and DNS.

The fifth step of the pay range is reserved for those employees who have obtained a bachelor's degree in civil engineering, architecture, construction management, construction technology, or a field closely related to construction or who have attained and maintain the following four certifications/licenses:

- Privately Owned Waste Water Treatment Systems
- Master Plumber
- Reduced Pressure Backflow Prevention
- Two Pound Gas

Any changes in these requirements will be determined by mutual agreement between DER & DNS.

Pay Range 796

Official Rate-Biweekly						
	2,139.40	2,242.14	2,349.74	2,462.50	2,580.68	2,704.57
	2,834.38					

Mechanical Plan Examiner II

Pay Range 798

Official Rate-Biweekly						
	2,488.35	2,597.85	2,712.14	2,831.50	2,956.08	3,086.15
	3,221.92					

Mechanical Plan Examiner III

Sec. 18. Police Officers and Related Classes (Milwaukee Police Association).

Rates for Section 18 effective Pay Period 1, 2009 (December 28, 2008)

Pay Range 801

Official Rate-Biweekly					
	1,807.37	1,983.09	2,210.45	2,297.67	2,431.94

Police Officer 1/

1/ Receives \$20.00 additional biweekly while assigned to motorcycle duty in accordance with MOTORCYCLE PAY provision of the labor contract.

Pay Range 804

Official Rate-Biweekly			
	2,384.90	2,460.17	2,538.67

Court Liaison Officer
Identification Technician
Police Alarm Operator 1/

1/ Police Dispatcher positions to be administratively reclassified to Police Alarm Operator upon becoming vacant, to a maximum of 15 positions, according to the specifications of settlement case No. 98-CV-009353. Upon conclusion of the settlement, Police Alarm Operator positions to be administratively reclassified to Police Dispatcher upon becoming vacant.

Pay Range 808

Official Rate-Biweekly

2,510.54 2,609.20 2,711.88

Detective
Document Examiner
Latent Print Examiner
Forensic Video Examiner

Pay Range 812

Official Rate-Biweekly

2,713.64 2,804.16 2,894.73

Chief Latent Print Examiner
Identification Systems Specialist

Pay Range 813

Official Rate-Biweekly

2,609.20 2,711.88 2,818.62 2,929.60 3,044.91 3,164.97

Police Audiovisual Specialist 1/

1/ When vacated by the present incumbent, Robert Hempe, the position shall be studied to determine whether it should be civilianized.

Sec. 19. Police Department Supervisors (Milwaukee Police Supervisors' Organization).

Rates for Sec. 19 effective Pay Period 1, 2009 (December 28, 2008)

Pay Range 831

Official Rate-Biweekly

2,245.88 2,334.36 2,426.43 2,522.15 2,621.67 2,725.25

Police Sergeant 1/ 2/

1/ Recruitment to be at fourth step.

2/ Effective Pay Period 1, 1992, employees in Pay Range 831 shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 835

Official Rate-Biweekly	2,522.15	2,621.67	2,725.25	2,832.89	2,944.88	3,061.18
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Police Identification Supervisor

Pay Range 836

<u>Official Rate-Biweekly</u>	2,621.67	2,725.25	2,832.89	2,944.88	3,061.18	3,182.30
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Administrative Lieutenant of Police 1/2/
 Administrative Lieutenant of Police (Health and Safety) 1/2/
 Police Lieutenant 1/ 2/

1/ Recruitment to be at fourth step.

2/ Effective Pay Period 1, 2004, employees in Pay Range 836 shall receive an amount equal to one percent of base salary in lieu of any other compensation for time spent underfilling authorized positions at the direction of the employee's commanding officer. This payment shall be construed as part of the employee's base salary solely for the purpose of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 839

Official Rate-Biweekly	2,944.88	3,061.18	3,182.30	3,308.21	3,439.23	3,575.41
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Captain of Police 1/

1/ Recruitment to be at fourth step.

Pay Range 842

Official Rate-Biweekly	3,308.21	3,439.23	3,575.41	3,717.09	3,864.42	4,017.62
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Deputy Inspector of Police 1/

1/ Recruitment to be at fourth step.

Sec. 20. Firefighters and Related Classes (Local 215, Milwaukee Professional Fire Fighters' Association).

Rates for Section 20 effective Pay Period 1, 2009 (December 28, 2008).

Pay Range 850

Official Rate-Biweekly

\$1,447.03	1,506.44	1,673.37	1,840.73	2,025.27
2,228.80	2,431.94			

Fire Paramedic 1/

Firefighter 1/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

Pay Range 853

Official Rate-Biweekly

\$1,820.82	1,860.74	2,294.92	2,385.63	2,574.53
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Heavy Equipment Operator 1/ 2/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be include in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- 2/ Employees who are promoted from the Firefighter classification to the Heavy Equipment Operator classification shall be appointed at the top pay step.

Pay Range 856

Official Rate-Biweekly

\$2,324.40	2,415.65	2,510.54	2,609.20	2,711.88
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Administrative Fire Lieutenant 2/ 3/

Fire Lieutenant 1/ 2/ 3/

Fire Paramedic Field Lieutenant 1/ 2/ 3/ 4/

Paramedic Field Lieutenant 1/ 2/ 3/ 4/

Paramedic Lieutenant 1/ 2/ 3/

Vehicle Operations Instructor 3/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall

cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.

- 2/ Employees promoted from the Firefighter classification to the Administrative Fire Lieutenant, Fire Lieutenant, Fire Paramedic Field Lieutenant, Paramedic Lieutenant, or Paramedic Field Lieutenant classifications shall be appointed at the fourth pay step.
- 3/ 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.
- 4/ Positions to be reclassified to Fire Lieutenant upon becoming vacant.

Pay Range 857

Official Rate-Biweekly

\$2,609.20	2,711.88	2,818.62	2,929.60	3,044.91
3,164.97				

- Administrative Captain-EMS 1/ 2/
- Administrative Fire Captain 2/
- Fire Captain 1/ 2/
- Fire Captain – Incident Safety Officer
- Vehicle Operations Training Coordinator 2/

- 1/ Effective March 1, 1990, all Emergency Medical Technician-II's in this classification who are assigned by the Chief Engineer, Fire, to perform paramedic services shall receive a 5% annual lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium. Effective January 1, 2006, the first \$1,000 of this amount shall be included in an employee's final average salary solely for purposes of computing pension benefits and shall not be included in the determination of any other benefits.
- 2/ Employees promoted from the Fire Lieutenant, Administrative Fire Lieutenant, or Vehicle Operations Instructor classification to the Fire Captain, Administrative Fire Captain, Administrative Captain-EMS or Vehicle Operations Training Coordinator classifications shall be appointed at the fourth step of Pay Range 857.

Sec. 21. Fire Equipment Dispatchers (Local 494, Electrical Workers, Fire Equipment Dispatchers).

Rates for Sec. 21 effective Pay Period 1, 2010 (December 27, 2009)

The biweekly rates of pay for Pay Range 858 that became effective Pay Period 14, 2009, shall remain in effect from Pay Period 1, 2010 (December 27, 2009) through Pay Period 26, 2011. There shall be no pay step advancement from Pay Period 1, 2010, through Pay Period 26, 2011.

Pay Range 858

Official Rate-Biweekly

\$1,449.26 \$1,485.61 \$1,551.49 \$1,621.35 \$1,694.30 \$1,789.88 \$1,862.08
\$1,933.94

Fire Equipment Dispatcher

Sec. 22. Fire Department Management.

Rates for Section 22 effective Pay Period 1, 2008 (December 30, 2007)

Pay Range 863

Official Rate-Biweekly

2,830.46 2,942.41 3,058.98 3,180.13 3,306.26 3,437.32

Battalion Chief, Assistant EMS Coordinator 1/ 2/
Battalion Chief, Fire 1/

1/ Recruitment at the fourth step.

2/ Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

Pay Range 865

Official Rate-Biweekly

3,180.13 3,306.26 3,437.32 3,573.69 3,715.46 3,862.90

Deputy Chief, Fire 1/ 2/

1/ Recruitment at the fourth step.

2/ Effective Pay Period 1, 1994, one position assigned to the Bureau of Emergency Medical Services shall receive a 5% annual, lump sum, non-pensionable premium payment for as long as Milwaukee County reimburses the City of Milwaukee for such premium. This premium shall be calculated as 5% of the employee's applicable annual base salary. This premium shall cease in the event that Milwaukee County eliminates its funding for the 5% premium.

Pay Range 867

Official Rate-Biweekly

4,247.46 4,416.25 4,591.71 4,774.34 4,964.18 5,161.61

Assistant Fire Chief 1/

1/ Recruitment at the fourth step.

Sec. 23. Hourly, Part-time, Intermittent; Miscellaneous Personnel (classes paid biweekly are represented by District Council 48, AFSCME, or are Nonrepresented) Effective Pay Period 1, 2010 through Pay Period 26, 2011 employees represented by District Council 48, AFSCME, AFL-CIO and Nonmanagement/nonrepresented employees shall not have any pay step advancement.

Pay ranges in Sec. 23 marked with an asterisk (*) include general increases effective PP 14, 2009.

Pay Range 902*

Official Rate-Hourly
7.57 8.20 8.84

High School Intern 1/
Summer Youth Intern

1/ Salary advancements to next succeeding step to be after 520 hours of service upon recommendation by the department.

Pay Range 906*

Official Rate-Hourly
7.75 8.33 8.88 9.46

Library Circulation Aide 1/

1/ Library Circulation Aides hired on or after Pay Period 5, 2006 (February 26, 2006) shall advance to the next succeeding step in the pay range after 520 hours of successful service upon recommendation by the department. Library Circulation Aides hired prior to February 26, 2006, shall advance to the next succeeding step in the pay range step after four months of successful service upon recommendation by the department.

Pay Range 910*

Official Rate-Hourly
10.09 11.67 13.24

College Intern 1/2/3/
Team Leader 4/

1/ Salary advancements to next succeeding step to be after 520 hours of service upon recommendation by the department.

2/ With the approval of the Employee Relations Director, bona fide graduate students performing Graduate Intern work may be paid at rates consistent with those paid to Graduate Interns.

3/ With the approval of the Employee Relations Director, students with junior status may be appointed up to the second step and students with senior status may be appointed up to the third step.

4/ Appointment may be up to the third step of the pay range based upon prior experience.

Pay Range 918*

Official Rate-Hourly

8.98 9.44 9.88 10.47

Document Services Assistant 1/
Temporary Document Services Assistant 2/

1/ Salary advancements to next succeeding step to be upon completion of 1,040 hours of work at each step.

2/ Recruitment may be at the first or second step of the pay range.

Pay Range 924*

Official Rate-Hourly
11.00 13.10 13.52

Production Assistant 1/

1/ Salary advancements to next succeeding step to be upon completion of 1,040 hours of work at each step.

Pay Range 925*

Official Rate-Biweekly
866.68

Fire Cadet

Pay Range 926*

Official Rate-Hourly
11.67 13.24

Urban Forestry Intern 1/

1/ Recruitment shall be at the first step of the range. Employees who have completed one successful season of work in Forestry may advance to the second step, upon recommendation by the Forestry Division.

Pay Range 927*

Official Rate-Hourly
12.83 13.99 15.25

Engineering Inspection Assistant 1/
Traffic Control Assistant 1/

1/ Students hired shall be compensated as follows: Freshmen are to be appointed at the first step, and sophomores, juniors, and seniors may be appointed up to the third step.

Pay Range 928 (ALEASP)

Official Rate-Hourly
12.24 12.90 13.61 14.31 15.18

Police Telecommunicator (Seasonal) 1/

1/ Employees to be advanced to the next step in the pay range after each season (June through September 1) of successful job experience.

Pay Range 929*

Official Rate-Hourly

12.02 12.68

School Crossing Guard 1/ 2/ 3/

School Crossing Guard Operator 1/ 3/

School Crossing Guard Dispatcher 2/ 3/

Legislative Services Aide 4/

- 1/ Receives the second rate specified above after 190 work days or one full year as a School Crossing Guard and/or School Crossing Guard Operator.
- 2/ Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for less than 190 days or one full year shall receive \$14.41 per hour. Employees who have worked as a School Crossing Guard (Auxiliary) or School Crossing Guard Dispatcher for more than 190 days or more than one year shall receive \$15.22 per hour (PP 14, 2009).
- 3/ Any School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher, assigned to train another School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator or School Crossing Guard Dispatcher shall receive fifty (.50) cents per hour in addition to their base rate as a School Crossing Guard, School Crossing Guard (Auxiliary), School Crossing Guard Operator, or School Crossing Guard Dispatcher while performing such training assignment.
- 4/ Legislative Services Aides are eligible to advance to the next step of the pay range after completion of 520 hours of service upon recommendation by the Department.

Pay Range 930*

Official Rate-Hourly

13.93 15.42 17.52

Accounting Intern 1/

Engineering Intern 2/

Graduate Intern 3/ 4/

- 1/ Students with junior status may be appointed up to the second step. Students with senior status may be appointed up to the third step.
- 2/ Engineering Interns to be paid the following hourly rates: \$12.08 for junior status students and \$13.05 for senior status students (PP 14, 2009).
- 3/ Graduate Interns are eligible to advance to the next step of the pay range after completion of 520 hours of service upon recommendation by the Department.
- 4/ Graduate Interns attending law school may be hired up to the second step in the pay range.

Pay Range 934*

Official Rate-Biweekly

1,855.95

District Council 48 Contract Administrator-Local 33

Pay Range 936*

Official Biweekly Rates

2,020.78

District Council 48 Contract Administrator

Employees represented by District Council 48, AFSCME, AFL-CIO to be paid at the following biweekly rates effective Pay Period 14, 2009: \$2,020.78.

Pay Range 939* (*ALEASP*)

Official Rate-Hourly

13.49 13.83 14.18*

Police Services Specialist

*Active employees who have completed one year of service at Step 2 may advance to Step 3.

Pay Range 940

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following hourly rates effective Pay Period 14, 2009: \$18.46, \$19.12, \$20.26.

Pay Range 943

Official Rate-Hourly

10.00

Truck Driver (Winter Relief)

Pay Range 944

Official Rate-Hourly

12.00

Equipment Operator (Winter Relief)

Pay Range 945

Official Rate-Hourly

13.00

Equipment Operations Supervisor (Winter Relief)

Sanitation Supervisor (Winter Relief)

Pay Range 948

Official Rate-Daily

84.15

Election Inspector 1/

1/ Chief Inspectors shall receive a daily rate of \$150.00 per day. Election Inspectors to receive an additional \$15.00 and Chief Inspectors to receive an additional \$25.00 for each instruction class attended prior to each election.

Pay Range 950*

Official Rate-Hourly
46.95

Municipal Court Commissioner

Pay Range 951*

Official Rate-Biweekly
1,502.57 1,552.81 1,616.36

Building Construction Inspector Intern

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 14, 2009: \$1,594.85, \$1,648.19, \$1,715.64.

Pay Range 954*

Official Rate-Hourly
20.98

Asphalt Raker

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following hourly rates effective Pay Period 14, 2009: \$22.27.

Pay Range 955*

Official Rate-Biweekly
1,651.13

Snow Driver

Employees represented by District Council 48, AFSCME, AFL-CIO and nonmanagement/nonrepresented to be paid at the following biweekly rates effective Pay Period 1, 2009: \$1,752.53.

Sec. 24. Construction Equipment Operators (Local 139, International Union of Operating Engineers and District Council 48, AFSCME.)

Rates for Sec. 24 effective Pay Period 14, 2009 (June 14, 2009)

Pay Range 956

Official Rate-Hourly
26.57

Tractor Operator (Under 40 H.P.)

Pay Range 957

Official Rate-Hourly
27.24

Snow Operator-Light

Pay Range 958

Official Rate-Hourly
28.52

Harbor Crane Operator

Pay Range 960

Official Rate-Hourly
27.56

Asphalt Plant Operating Engineer
Directional Boring Machine Operator/Worker, 40 h.p. and over
Tractor, Bulldozer, End Loader or
Grader Operator 1/ 2/ 3/

- 1/ An employee while operating a snowblower which is mounted on a Grader or a Heavy Loader shall be paid at the hourly rate in Pay Range 962 (Backhoe pay).
- 2/ An employee while operating the Log Loader shall be paid an additional twenty cents (.20) per hour, except effective Pay Period 1 through 8, 2002, an employee while operating a Log Loader shall be paid at the hourly rate in Pay Range 961. Thereafter, this exception shall be for the time period Pay Period 25 through Pay Period 8 (snow and ice control operation season).
- 3/ An employee assigned to operate the skid steer loader with grinder attachment and to perform some Asphalt Worker duties shall be paid at the hourly rate in Pay Range 956.

Pay Range 961

Official Rate-Hourly
28.62

Snow Operator-Heavy

Pay Range 962

Official Rate-Hourly
27.98

Clamshell Operator
Crane Operator
Grad All Operator 1/
Roller Operator 2/

- 1/ Effective Pay Period 17, 1987 (August 9, 1987), an employee while operating a Grad All shall be paid an additional thirty-five cents (\$0.35) per hour.

2/ Effective Pay Period 1, 2002, an employee while operating the Backhoe shall be paid the hourly rate in Pay Range 961.

Sec. 25. Electrical Workers & Related Classes (Local 494, Electrical Workers, Electrical Group).

Rates for Sec. 25 effective Pay Period 12, 2009 (May 31, 2009)

Pay Range 974

Official Rate-Hourly

18.35 19.59 21.15 22.70

Electrical Worker 1/ 2/ 3/

1/ Steps one, two and three of this pay range represent, respectively, 59%, 63% and 68% of the outside prevailing hourly rate for Journeyman Wireman.

2/ Step four of this pay range represents 73% of the outside prevailing hourly wage for Journeyman Wireman. Employees in this classification are only eligible for the fourth (4th) step of the pay range upon recommendation of the Electrical Worker Review Committee and approval of the Division Head in which the Electrical worker is employed.

3/ Effective Pay Period 8, 2000, an employee who has completed the training period on the Directional Boring Machine, 40 hp and over, shall be paid a rate consistent with Pay Range 960, when assigned to work as the primary locator or primary operator with the Directional Boring Machine, 40 h.p. and over.

Pay Range 975

Official Rate-Hourly

14.77 17.73 22.16 26.59

Electrical Mechanic Apprentice 1/ 2/

1/ An employee of the Department of Public Works who is appointed directly as an Electrical Mechanic Apprentice and who has an hourly rate of pay higher than an Electrical Mechanic Apprentice shall retain either the higher rate of pay or the third step of the Apprentice pay range whichever is lower. The employee shall retain this rate of pay unchanged until such time as the step of the Apprentice pay range to which the employee is entitled by virtue of his/her years of service as an Electrical Mechanic Apprentice equals or exceeds this rate of pay. Then, the employee shall be compensated at the applicable step which equals or exceeds his/her former rate.

2/ Steps one, two, three, and four of this pay range represent 50%, 60%, 75% and 90% of the City's hourly rate for Electrical Mechanic, respectively.

Pay Range 978

Official Rate-Hourly

29.55

Electrical Mechanic 1/ 2/ 3/ 4/ 5/ 6/ 7/ 8/

1/ The above rate represents 95% of the outside prevailing hourly wage for Journeyman Wireman.

- 2/ An Electrical Mechanic who has not successfully completed the City of Milwaukee Electrical Mechanic Apprenticeship program shall receive, while serving his/her initial probationary period as an Electrical Mechanic, an hourly rate equal to ninety percent (90%) of the hourly rate of a City Electrical Mechanic.
- 3/ In divisions other than the Infrastructure Division, an Electrical Mechanic who is assigned for the full day by the Division to act as crew chief supervising the work of four or more crew members shall be paid a premium of one dollar fifty cents (\$1.50).
- 4/ In the Infrastructure Division, an Electrical Mechanic assigned crew chief duties supervising four or more crew members (two or more crew members for pole crews and traffic cable crews) at the beginning of the day shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief. An Electrical Mechanic assigned to relief crew chief duties shall be paid a premium of one dollar fifty cents (\$1.50) for all hours worked as crew chief provided he/she works a minimum of three hours as crew chief.
- 5/ An Electrical Mechanic in the Infrastructure Division who is assigned as duty electrician at the Canal Street Shop for weekend and holiday duty shall be paid a premium of one dollar fifty cents (\$1.50).
- 6/ An Electrical Mechanic who is regularly assigned to rotating telephone switch maintenance duties shall be paid a premium of one dollar fifty cents (\$1.50) per hour for each hour actually worked.
- 7/ An Electrical Mechanic who is assigned duty as "On-Call Mechanic" shall be paid fifteen dollars (\$15) for each weekday (Monday through Friday) and thirty-six dollars (\$36) for each weekend day or holiday provided he/she is required to carry a communication device outside his/her regularly scheduled hours of work on such weekdays, weekend days or holidays and provided he/she is available to respond to calls for service during such days.
- 8/ The employee in this title who is designated to hold the Type C Contractors Electrical License for the City shall receive an additional \$1.50 per hour.

Sec. 26 Construction Trades Classes (Milwaukee Building and Construction Trades Council).

Rates for Sec. 26 effective Pay Period 16, 2009 (July 26, 2009)

Pay Range 981

Official Rate-Hourly
26.43

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Painter 1/ 2/

- 1/ An employee in the Painter job classification shall receive an additional thirty cents (\$0.30) per hour when assigned to operate spray equipment and is actually performing the spraying and cleaning of spray equipment.
- 2/ Effective Pay Period 5, 1998 (February 22, 1998), employees in job classifications in this pay range who perform lead abatement duties which under federal regulations require the use of respirators and personal protective clothing shall receive an additional thirty-five cents (\$0.35) per hour while performing such duties.

Pay Range 982

Official Rate-Hourly
27.46

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Cement Finisher 1/

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

Pay Range 983

Official Rate-Hourly
26.81

Painter Leadworker, House 1/ 2/ 3/

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

Pay Range 984

Official Rate-Hourly
27.14

Painter, Bridge and Iron

Pay Range 985

Official Rate-Hourly
29.42

Painter Supervisor, House 1/ 2/

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

Pay Range 986

Official Rate-Hourly
27.85

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Carpenter 1/

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

Pay Range 987

Official Rate-Hourly
27.32

Painter Leadworker, Bridge and Iron 1/

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

Pay Range 988

Official Rate-Hourly
30.13

Painter Supervisor, Ironwork

Pay Range 989

Official Rate-Hourly
32.85

Personnel filling positions in this pay range under the Career Internship Program shall be paid a prorated percentage of the authorized rate, based upon the Program's guidelines as administered by the Department of Employee Relations.

Bricklayer, Buildings 1/
Sewer Mason 1/

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

Pay Range 990

Official Rate-Hourly
28.98

Ironworker 1/

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

Pay Range 991

Official Rate-Hourly
30.84

Carpenter Supervisor 1/ 2/

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

Pay Range 992

Official Rate-Hourly
30.88

Ironworker Supervisor 1/

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

Pay Range 993

Official Rate-Hourly
29.35

Carpenter Leadworker (Auxiliary) 1/

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

Part II. Administration of Pay Plan.

Sec. 1. Official rates of pay: The official rates of pay listed in all sections of this ordinance except Part 1, Sec. 23 are the biweekly rates listed therein. In Part 1, Sec. 23, 24, 25 and 26, the official rates of pay are either hourly or daily rates, as specified with the exception of Pay Ranges 925, 934, 936, 951 and 955 where the official rates of pay are biweekly. Other rates of pay, such as monthly or annual, listed in any section of this ordinance are for informational purposes only.

Sec. 2. Appointments, Salary Advancement, Salary Anniversary Dates

Appointment at Minimum: Appointment to City positions shall be at the minimum rate in the scale except as otherwise provided by Part II, Section 2, 3, and 12 of this Ordinance.

Salary Advancement Non-Management Employees: Salary Advancement above the rate of initial appointment shall be made at the next higher rate upon the completion of each year of service at that particular rate until the

maximum rate is received. For positions in the Comptroller's Office in Pay Ranges 577, 578, 579, 580, salary advancement shall be at a rate of 3.11%. Effective Pay Period 1, 2010, through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); and nonmanagement/nonrepresented employees; or as provided in Part 11, Sec. 12, Sec. 14 or as specified below. In determining the completion of each year of service, mandatory furlough time shall be regarded as being regularly at work and shall not be counted against salary advancement.

Timing of Salary Advancement - Nonmanagement Employees: In order to eliminate two rates of pay for the same officer or employee in any period and to reduce and simplify payroll preparation and the auditing thereof, salary advancement within any pay range shall follow the completion of 26 biweekly pay periods and not the precise anniversary date except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); and nonmanagement/nonrepresented employees. For the purpose of determining the proper time for the initiation of salary advancements, appointments during a pay period shall be considered as having been made at the beginning of such period.

Department heads are directed insofar as possible to make appointments effective at the beginning of a biweekly pay period. Absence or absences from work without pay, for any cause, except mandatory furloughs, for 10 or more work days in the aggregate shall defer salary advancement for one additional pay period for each such 10 days' absence.

Appointment to a New or Reclassified Position: Appointment of a person in the service of the City to a new position or a reclassified position who has received the same rate of pay for at least one year shall be at the salary increment next above the rate currently received but not in excess of the maximum of the scale, except as may be provided in Part II, Sec. 12 of this ordinance.

Increases in Salary Ranges: When the salary range for a position is increased in conjunction with an across-the-board adjustment, the incumbent shall receive the step in the adjusted salary range that is equivalent to the step previously received.

Hourly Employees - Job Change: Whenever an employee in a position compensated on an hourly basis is appointed, transferred, or reinstated to a position the salary of which is determined under this ordinance, the amount of earnings in the twelve month period immediately preceding such appointment, transfer, or reinstatement shall be calculated. The rate of pay in the new position shall be the increment in the scale next above the amount of the employee's earnings for said period, but not in excess of the maximum increment in said scale.

Hourly Employees - Rates of Pay - Salary Advancement: Payrolls for positions with an official hourly rate listed in Part I, Sec. 23, 24, 25 and 26 shall be based upon the number of hours or days employees are actually employed. Salary advancement above the rate at initial appointment shall be made at the next higher rate upon the completion of each year of service unless otherwise indicated in a footnote within the specific pay range at that particular rate until the maximum rate is received except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no pay step advancement or merit pay adjustments for employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); nonmanagement/nonrepresented employees; and management pay plan employees.

Promotion or Reallocation Pay Increase: Appointment or promotion of an officer or employee to a higher level classification or reallocation to a higher level pay range shall be at the pay rate in the new pay range that is at least \$10 more biweekly than the employee was receiving except as provided in Part II, Sec. 12 of this

ordinance. In those instances where the next higher pay rate (step) is less than \$10.00 biweekly higher than the employee was receiving, the next step above the higher pay rate (step) shall be paid.

Salary Anniversary Date:

- All nonmanagement employees who are not at the maximum of their pay range will retain their salary anniversary dates when they are promoted or reallocated to a higher level pay range.

All nonmanagement employees who are at the maximum of their pay ranges will receive new salary anniversary dates when promoted or reallocated to higher-level nonmanagement pay ranges. This new salary anniversary date shall be based upon the effective date of such appointment, promotion, or reallocation.

- Employees promoted into job titles contained in the Management Pay Plan (Part I, Sec. 2 of the Salary Ordinance) shall retain their previous salary anniversary dates.

Combining Pay Rates into the City's System: Whenever a pay rate in prior salary ranges is not included in salary ranges established in this ordinance, the salary of the officer or employee compensated thereunder shall be advanced to the next higher pay rate in the range established under this ordinance or under previous ordinances as set forth in Part II, Sec. 9.

Minimum Rate of Pay: The salary of an officer or employee receiving less than the minimum of the salary range established in this ordinance shall be advanced to the minimum step of the range unless specifically authorized otherwise.

Sec. 3. Recruitment Above the Minimum: 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 necessary to recruit qualified candidates. With regard to positions covered by Part I, Sec. 2 of this Salary Ordinance, salary rates shall be in accordance with special provisions included in that section and in Part II, Sec.12 (for management) or Sec. 14 (for Assistant City Attorneys) of this ordinance.

Public Health Nurses and Public Health Nurse Supervisor: Any person who has held, by regular appointment, a position in the City service classified as Public Health Nurse, or Public Health Nurse Supervisor, has resigned in good standing from the service, and meets the criteria listed below, may upon recommendation of the appointing authority, be re-employed in such position or in another position of the same classification at a pay step above the minimum rate of the established pay range. The pay step may not, however, be higher than one pay step above the current recruitment step which the individual would be eligible for on the basis of the time they previously worked in positions in the same pay range. The criteria for being paid this higher rate is 1) determination by the Department of Employee Relations that there are recruitment problems for such position due to the shortage of qualified personnel and 2) in the judgment of the Department of Employee Relations, supported by a review of the employment history of the individual, such re-employment above the minimum rate would best serve the interests of the City.

Candidates with Masters' Degree: Except as otherwise provided in this ordinance, any qualified candidate for appointment to a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535, which requires for appointment possession of a bachelor's degree from a school approved by the Department of Employee Relations, who possesses a master's degree. may upon review of the appropriateness of graduate training by the Department of Employee Relations be initially employed at the third rate of the pay range (or 10% above the minimum for positions in Salary Grade 001 through 003), upon approval of the Department of Employee Relations. Any incumbent of a City position allocated to Salary Grades 001 through 003 and Pay Ranges 500 through 535 requiring for appointment the possession of a bachelor's degree from a school approved by the Department of Employee Relations may, upon earning a master's degree from such an approved school and approval of the Department of Employee Relations after a review of the appropriateness of graduate training, be advanced to that step or rate of pay in the pay range or salary grade to which the employee would otherwise have been entitled had initial appointment been at the third rate of the pay range or 10% above the minimum of the

salary grade except. effective Pay Period I, 2010 through Pay Period 26, 2011, employees represented by District Council 48, AFSCME, AFL-CIO; Association of Municipal Attorneys; Association of Scientific Personnel; Local 195, IBEW, AFL-CIO; Plumbers Local 75, AFL-CIO; Staff Nurses' Council; or Technicians, Engineers, and Architects (TEAM); nonmanagement/nonrepresented employees; and management pay plan employees; shall not have any pay step advancement or merit pay adjustments. Such employees shall retain their salary anniversary dates.

Sec. 4. Voluntary Demotions and Demotions Resulting from Bumping for Year Round Positions:

Whenever an employee (except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit) is bumped down, or elects to take a voluntary demotion to another position in anticipation of being bumped, from positions which have traditionally provided year-round employment. the employee shall be paid at the normal maximum rate of the position the employee bumps to if this rate is not higher than the rate the employee was paid prior to being bumped except, per the September 18, 2009 Memorandum of Understanding, effective Pay Period 1,2010 through Pay Period 26, 2011, employees represented by District Council 48, AFSCME, AFL-CIO, shall receive no decrease in base salary if they are moved to another position in a lower pay range due to the City's decision to move one or more employees to a different job represented by the Union.

If the maximum rate of the position the employee bumps to is higher than the rate the employee had been earning, the employee shall be paid the highest rate in the new pay range which does not exceed the rate the employee had been earning except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

An employee who elects to take a position in a pay range which has special attainment steps, who meets the qualifications prescribed, or who would have qualified for them on the date the appropriate contract became effective, shall be paid the appropriate step.

In no event shall the employee, by application of this provision, be paid in excess of the rate the employee was earning prior to the reduction unless otherwise authorized.

When an employee who has been bumped to another position as specified in this paragraph is appointed to a different position, the employee shall be paid at least the highest step or rate of pay in the new range which does not exceed the step or rate of pay from which the employee had initially been bumped except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

Whenever an employee in a year-round position, other than those affected by the layoff procedure specified in the above paragraph, compensated in accordance with this ordinance is appointed, transferred, demoted, or reinstated to a position at a lower rate of pay, the employee shall receive the step or rate of pay in the pay range which represents the number of years the employee has served in the position to which the employee has been appointed and in positions which are compensated at the same or a higher rate of pay except as indicated above for employees represented by District Council 48, AFSCME, AFL-CIO.

Seasonal Employees - Job Change - Pay Rate: Whenever an employee in a position of a seasonal or part-time nature but compensated on a biweekly basis is appointed, transferred, demoted, or reinstated to a position compensated at the same or at a lower sate of pay, the employee shall be compensated in accordance with the employee's years of service for the City in positions which are compensated at the same or a higher rate of pay.

Recall to a Different, Higher-Level Position: Notwithstanding any of the above, when an employee, except those in bargaining units having different seniority and layoff contract provisions from the District Council 48 bargaining unit, who has been reduced in rank from a position the employee previously held, is recalled to a job classification in a pay level above the employee's current position but lower than the pay level of the original position, the employee will be paid at a rate nearest the rate paid in the original position except as indicated above for employees represented by District Council 48, AFSCME. AFL-CIO.

In no event shall the employee, by application of this clause, be paid in excess of the rate of pay the employee was earning prior to the employee's reduction unless otherwise authorized. The above paragraph will not apply to laborers and other related positions now covered by the Time-in-Grade rules for positions affected by seasonal fluctuations.

Employees Covered by Bargaining Units Other than District Council 48: An employee in a bargaining unit having different seniority and layoff contract provisions from the District Council 48 bargaining unit shall be covered by the provisions of the employee's union's specific contract.

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

Sec. 5. Work Schedules, Holiday Pay

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

Starting and Ending Day - Seasonal Employees: In positions of a seasonal or temporary nature, employment shall normally be started on Mondays, Tuesdays, or Wednesdays and not on Thursdays or Fridays, and services terminated on Wednesdays, Thursdays, or Fridays and not on Mondays or Tuesdays, in order to reduce unemployment compensation.

Holiday Pay: Except in cases in which added pay is allowed for holiday work, there shall be no pay reduction for holidays occurring during the course of employment of a regularly appointed employee if said employee has been regularly at work for at least two days during the calendar week in which the holiday occurred, provided, however, that no holiday pay shall be allowed in any cases where such holiday occurred within, or 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 or a leave of absence. A leave of absence is an authorized absence of greater than three days for purposes of this paragraph.

An absence shall be considered to be authorized only if the employee in question has duly reported his absence and has been duly excused. A holiday which falls on a Friday or on a Monday shall be considered to be immediately before, or immediately after, the adjacent Monday or Friday for purposes of interpreting this paragraph. An employee who is on sick leave with pay, on vacation with pay, or on mandatory furlough, shall be regarded as being regularly at work for purposes of interpreting this paragraph. Nothing herein shall be construed to deny holiday pay to any employee who has served the employee's regular time on the working day immediately before, and on the working day immediately following said holiday.

Holiday Pay - Part-Time Nonmanagement/Nonrepresented Employees: Effective January 1, 1979, employees holding positions represented by District Council #48, or who are identified as nonmanagement/nonrepresented, who work an average of 20 hours per week on a year-round basis in positions which are budgeted at half-time or more shall be eligible for holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with the preceding paragraph on holiday pay.

Sec. 6. Part-time Employees - Incumbents in One Position; Proportional Rate of Pay: Part-time service

in any position shall carry pro rata compensation and such part-time service shall be reckoned as proportionately fractional in computing the number of incumbents allowed in any position.

Where employment in any position is on a part-time basis the determination of the part of the full-time rate to be paid shall be made by the City Comptroller.

Sec. 7. Overtime Scheduled on a Normal and Regular Basis - Group of Employees: When the work week of any group of employees is regularly and normally throughout the year more than 40 hours per week, the Common Council may provide additional compensation for said positions on the basis of the proportion of time worked normally, regularly, and throughout the year in relation to a 40-hour week period.

Bonus payment for support personnel in the Operations Division, Fleet Services Section who work overtime during Snow and Ice Control Operations: A support personnel employee in the Operations Division, Fleet Services Section shall receive a one (\$1) dollar per hour premium for all overtime such employee worked during the snow and ice control operations. This bonus payment shall also be paid to a support personnel employee in the Fleet Services Repairs Unit at the Central Repair Garage for any overtime worked on repairing snow plow blades and to Repairs Unit personnel for all overtime such employee worked on a snow related assignment during the winter season. A support personnel employee shall be an Operations Division employee in the Fleet Services Section, a Stock Room or Tire Shop employee in the Fleet Services Section or a Garage Attendant, Garage Custodian, Communications Assistant III or IV in the Operations Section.

Sec. 8. Boards and Commissions: Compensation and Reimbursement. A member of a city board shall receive compensation for serving on a city board specified under s. 1, pay ranges 036 to 047, 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.

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.

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

1. Boards and commissions whose members are compensated under pay ranges 036 through 047 of Part 1, Sec. 1 of the salary ordinance.
2. Boards and commissions having separate corporate identities who have the power to establish their own reimbursement policies for their members, such as the housing authority and the redevelopment authority.
3. Boards and commissions established other than by common council action.

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

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.

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

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.

Sec. 9. Continuation of Salary Rates and Ranges: Where duties and responsibilities of positions have remained unchanged, the salary rates and ranges established by previous ordinances are hereby declared to continue in effect to govern the pay rates and ranges of officers and employees in the positions they hold at the time of the passage of this ordinance without regard to the salary rate or to the title of the position to which they were allocated and for which the pay rate and range would constitute a reduction in the pay of the position they presently hold as an effect of the passage of this ordinance.

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

Sec. 10. Call-in pay: Any employee, paid in accordance with the terms of this ordinance, except Fire and Police Department personnel other than employees of the Police Department's Buildings and Grounds Division within the certified collective bargaining unit represented by District Council 48, AFSCME, AFL-CIO, or those represented by the certified joint bargaining unit of Local 139, IUOE, AFL-CIO, and District Council 48, AFSCME, AFL-CIO, who reports to work at a regularly assigned time and is officially excused and sent home due to lack of work or inclement weather before completing two hours of work, shall be credited with two hours'

pay at the employee's straight time rate.

Any such employee who reports to work for an emergency overtime assignment at the direction of competent authority and who is officially excused before completing three hours of work shall be credited with three hours' pay at time and one half. For emergency overtime hours which the employee is required to work on Sundays and on holidays, the employee shall be credited with three hours' pay at time and three quarters (1-3/4) such credit to be given in cash or compensatory time off in accordance with provisions of the overtime ordinance except that employees in the Housing Management Division of the Department of City Development assigned to the maintenance function in cases where they report for authorized call-ins to unlock doors for tenants unable to enter their locked apartments will be credited with a minimum of one hour's pay at time and one-half in accordance with the preceding provisions. (See s. 350-237 of the Milwaukee Code of Ordinances titled "Exclusions from Benefits.")

Sec. 11. Police Liaison Officer: The salary rate of the position of Police Liaison Officer shall be equivalent to the pay step in the pay range the employee would normally occupy had he or she remained a member of the Milwaukee Police Department. In addition, Effective Pay Period 1, 2004, an employee occupying the position of Police Liaison Officer shall receive \$150 biweekly as compensation in lieu of overtime and certain other payments and allowances received by a member of the Milwaukee Police Department. Effective for employees retiring on normal service retirement between January 1, 2007, and December 31, 2009, such \$150 biweekly payment shall be included in the final average salary for purposes of computing an employee's retirement allowance. The amount an employee is entitled to include in the final average salary shall be the total amount of the \$150 biweekly payments the employee received in any twelve (12) month period.

Fire Contract Administrator: The salary rate of the Association Fire Contract Administrator shall be equivalent to the step in the pay range the employee would normally occupy had he remained a member of the Milwaukee Fire Department, except the employee shall under no circumstances be eligible for any salary payments for any work performed outside his/her regularly scheduled work shift, on a holiday, on an off day, or on a vacation day.

Sec. 12. Management Pay Plan

a. Scope: This section of the Salary Ordinance pertains to management job classifications listed under salary grades 001 through 020 inclusive in Part I of this Ordinance, except as otherwise stated in this Ordinance.

b. Authority: The Department of Employee Relations shall have responsibility for administering the provisions of this section subject to the review of the Common Council's Committee on Finance and Personnel.

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 or familial status 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. Recruitment: Except as provided elsewhere, appointment shall be at the minimum rate of the grade to which the classification is allocated. In the event it becomes necessary to recruit at a rate above the minimum, recruitment may be authorized at a rate up to 60% of the salary grade with the approval of the Department of Employee Relations and the Chair of the Committee on Finance and Personnel. A listing of appointments made pursuant to this provision shall be communicated to the Committee on Finance and Personnel.

e. Salary Advancement:

(1) Intent: This Ordinance is intended to provide the basic policies and procedures for administering the Management Pay Plan. It is also intended that all officers and employees shall fully cooperate with the Department of Employee Relations in the administration of this Plan. The Department of Employee Relations is

authorized to develop procedures and guidelines necessary to carry out the intent of this section, including the development of guidelines for conducting annual performance reviews.

(2) Increases Within Salary Grade: For Pay Period 1, 2010 through pay Period 26, 2011, Management Pay Plan Employees shall not be eligible for an annual salary increment. Salary advancement for elected officials is described below in subsections (7) and (8).

In the event of a less than satisfactory performance during the rating period, a department head may delay or withhold an annual salary increase. Department heads who intend to delay or withhold an annual salary increase must notify the Department of Employee Relations and the affected employee before taking such action. Employees have a right to appeal this decision before the City Service Commission.

In the Common Council - City Clerks Office, incumbents of the titles of Legislative Assistant, Staff Assistant to the Council President, Legislative Coordinator-Senior, and Executive Administrative Assistant II shall only be eligible for a salary increase of 3.1% within a 12-month rating period up to the maximum of the salary grade. This salary increase shall be effective on the employee's anniversary date provided job performance during the rating period has been fully satisfactory. Those incumbents at the maximum of the salary grade may be considered for an Exceptional Achievement Award as described below.

(3) Professional Development Awards: For management pay plan employees, other than elected officials, a nonpensionable, non-base building, lump sum award of \$700 may be granted for attaining a professional degree, designation or certification that is not required by the job but is related to the mission, goals, and objectives of the department. These awards are not ongoing and must be approved by the Department of Employee Relations. The Department of Employee Relations shall establish guidelines for approving these awards.

(4) Job Performance Reviews: A minimum of one performance review shall be conducted within a 12-month rating period in accordance with the guidelines established by the Department of Employee Relations.

(5) Seasonal Managers: City employees who are appointed to management positions on a seasonal basis, and who revert to non-management classifications during the remainder of the year, shall be eligible for a full salary adjustment during the pay period in which they achieve a cumulative twenty six (26) pay periods of service in management except that time served from Pay Period 1, 2010 through Pay Period 26, 2011 shall not be included in the cumulative total. Such annual salary increments will be provided under the same conditions as for others in the Management Pay Plan.

(6) Department Heads: Otherwise eligible heads of departments shall be entitled to receive a performance review and salary adjustment under the same conditions as established for general City managers. Evaluations of department heads shall be made by their appointment authority. For those department heads who serve under boards and commissions appointed by the Mayor, this recommended performance evaluation and salary adjustment shall be forwarded to the Mayor, who shall have final determination in assessing each department head's job performance during the preceding rating period, and approving the salary increment except that effective Pay Period 1, 2010 through Pay Period 26, 2011 Management Pay Plan Employees, other than elected officials, shall not be eligible for a salary increment.

(7) Comptroller, City Attorney, Municipal Judges, City Treasurer and City Clerk: These individuals shall receive a 3.1% increase on their salary anniversary pay period up to the maximum of the salary grade. These adjustments shall begin in 1995 and occur in each succeeding year thereafter, provided that the individual is otherwise eligible. It is the intent of this provision that all Municipal Judges be paid at the same rate of pay. Except in the case of the City Clerk, individuals subsequently elected to these positions shall begin at the rate being paid to their predecessor. In the case of the City Clerk, if the Steering and Rules Committee does not approve the adjustment in the amount authorized, no adjustment shall be granted.

(8) Mayor, Aldermen, President of the Common Council are paid according to s. 350-100 of the Milwaukee Code of Ordinances, which is also reflected in Part I, Section 2 of the Salary Ordinance.

f. Promotion

(1) Promotion: A promotion may take place by reclassification to a higher salary grade, reallocation to a higher salary grade, or appointment to a different, higher level position.

(2) Professional, Management and Leadership Categories: For salary administration purposes all management job classifications have been grouped into one of three categories: Professional, Management and Leadership. Salary adjustments resulting from a promotion are based upon movement within the same category or to a new category. All promotions into or within salary grades 001 through 019 result in a 3% increase except a promotion into a classification designated as Management is 5%, a promotion into a classification designated as Leadership is 7% and the employee must be paid at least the minimum and no more than the maximum of the salary grade. The Department of Employee Relations must review and authorize the calculation of all salary rates prior to promotion.

(3) Salary Anniversary Date: For purposes of salary adjustment under this plan, all managers will retain their salary anniversary date when they are promoted or reallocated to a higher salary grade, except that adjustments are made for time off the payroll or deferred salary increments. Mandatory furlough time shall be regarded as being regularly at work and not adversely affect the manager’s salary anniversary date.”

g. Demotions: Demotions of management employees are under the authority of and administered by the Department of Employee Relations. In instances where a management employee disagrees with the salary determination associated with a demotion, he or she may appeal to the Employee Relations Director. Managers, who are demoted for any of the reasons stated below, will retain their last salary anniversary date for pay progression purposes.

Whenever a manager’s salary is decreased by a percentage due to a demotion, the percentage will be 3%, 5% or 7% depending on whether the position is in the professional, management, or leadership category. The placement of the manager’s salary in the new salary grade after the demotion will be determined as follows:

<u>Type of Demotion</u>	<u>Reason for Demotion</u>	<u>Determination of Rate of Pay after Demotion</u>
Involuntary demotion (disciplinary action issued by hiring authority)	Ineffective job performance <i>(Includes Expiration of Exempt Appointment-Discharge)*</i>	A decrease in pay of 3% (professional), 5% (management) or 7% (leadership); or the maximum of the new salary grade, whichever is lower.
	Misconduct <i>(Includes Expiration of Exempt Appointment-Discharge)*</i>	Same percentage above the minimum of the lower salary grade as was the current rate of pay above the minimum of the higher salary grade.
Involuntary Demotion (due to factors outside the control of the manager)	Reclassification, of such reduction. <i>(Includes Expiration of Exempt Appointment-</i>	Same rate of pay or the maximum of the reassignment, reduction in new salary grade, whichever is lower. work force, or anticipation

Separation)**

Voluntary Demotion	Career Change (Includes Expiration of Exempt Appointment-Resignation)***	A decrease in pay of 3% (professional), 5% (management) or 7% (leadership); or the maximum of the new salary grade, whichever is lower.
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* *Expiration of Exempt Appointment-Discharge*- involuntary expiration of exempt appointment by the hiring authority for disciplinary reasons including unsatisfactory performance or misconduct.

***Expiration of Exempt Appointment-Separation*- involuntary expiration of exempt appointment for reasons related to reclassification, reassignments, reductions in workforce or the anticipation of such reduction.

****Expiration of Exempt Appointment-Resignation* - voluntary resignation by exempt employee due to career change.

h. Flexible Schedule: Employees excluded from the provision of s. 350-5 of the Milwaukee Code of Ordinances (Exclusion from Overtime) in salary grades 004 and above may, upon department head approval, work on a flexible schedule, so that the daily work schedule may be adjusted from time to time as necessary and appropriate to fulfill assigned duties and responsibilities. Such adjustments may include starting and quitting times that are earlier or later than established in the normal work schedule of the department, and may include more or less than eight hours in any particular day and more or less than forty hours in any particular week.

i. Overtime: Where management positions are excluded from s. 350-5 of the Milwaukee Code of Ordinances (salary grades 004 and above) the rates of pay established recognize the fact that a certain amount of overtime is considered appropriate and normal for these supervisory and management positions.

j. Salary Adjustment Appeals: Managers may appeal the delay or denial of a salary increment to the City Service Commission except that, effective Pay Period 1, 2010 through Pay Period 26, 2011, Management Pay Plan Employees, other than elected officials, shall not be eligible for a salary increment. The Department of Employee Relations shall establish a procedure for conducting this dispute resolution and appeal process.

k. Correction of Obvious Errors or Inequities: In the event that a transaction made pursuant to this Section 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.

Sec. 13. Physicians: It shall be permissible for the Commissioner of Health to schedule physicians employed in any Health Department bureau, under whatever title employed, in order to maintain complete coverage of service at any health clinic. Such authority shall extend to the filling of full- time or part-time positions for a greater time than provided in this ordinance, to the rearrangement of time of presently employed physicians and to compensate said physicians on a straight-time basis in their current rate of compensation, provided that the total time and compensation of physicians shall not be in excess of the total time provided in this ordinance and in the Positions Ordinance, nor of the total appropriation provided in the budget. No additional fringe benefits shall be provided for such additional service. This action is necessary in view of the shortage of physicians available for public service.

Sec. 14. Association of Municipal City Attorney Pay Plan.

a. Scope: This section of the Salary Ordinance pertains to the Assistant City Attorney job classification listed under Pay Range 148 inclusive in Part I of this Ordinance, except as otherwise stated in this ordinance.

b. Recruitment: The City Attorney has sole discretion to hire an Assistant City Attorney at any point in the established pay range.

c. Anniversary Date: For purposes of merit salary adjustment only, Pay Period 1 will be the salary anniversary date for all Assistant City Attorneys.

d. Merit Generation and Distribution:

(1) Fiscal Year Performance Review: Each eligible Assistant City Attorney will be considered for a merit increase based upon the employee's performance the previous fiscal year except, effective Pay Period 1, 2010 through Pay Period 26, 2011, there shall be no merit step adjustments.

(2) Merit Step Adjustment: Merit generation and distribution will be subject to the salary provision of the labor agreement between the City and the Association of Municipal City Attorneys.

e. Merit Increase Appeals: The reasonableness of the amount of the merit increase granted may be grieved subject to the terms of the labor agreement between the City and the Association of Municipal City Attorneys.

Part III. 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 IV. Notwithstanding provisions of the above ordinance, including salary rates, employees in bargaining units which have not reached agreement with the City with regard to wages, hours, and conditions of employment for 2009 shall be paid in accordance with rates established in the 2008 Salary Ordinance, as applicable, pending such agreement with the City.

Part V. Descriptions of occupational groups (classes) covered by each section of this Ordinance are included for informational purposes only.

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

Part VII. This ordinance shall take effect and be in force from and after December 27, 2009 (Pay Period 1, 2010), et al, and shall be interpreted consistent with the applicable rulings thereunder.