

ORDINANCE NO. 2516-18 of the HUMAN RESOURCES & PUBLIC SAFETY COMMITTEE

Committee Date: September 12, 2018

Committee Action: Carried 5-0

Ordinance establishing the rates of pay for non-represented City of Brookfield titles effective January 1, 2019.

Public Hearing: Na

Council Date: September 18, 2018

Council Action: Adopted 14-0

PART I: SALARY GRADES AND PAY RANGES – As depicted in the attached addendum.*

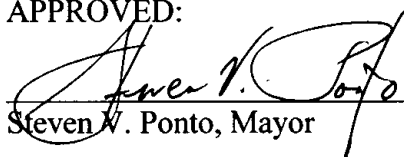
The ordinance in its entirety may be viewed in the City Clerk's Office, 2000 N. Calhoun Rd., or on-line at www.ci.brookfield.wi.us.

PART II: For incumbents of titles contained in Section I, Part I, of the attached addendum*, a general 2.5% rate increase shall be applied effective January 1, 2019.

PART III: All ordinances and parts of ordinances in conflict herewith are hereby repealed and this ordinance shall take effect and be in force from and after its passage and publication.


Passed and adopted by the Common Council this 18th day of September, 2018

APPROVED:



Steven W. Ponto, Mayor

ATTESTED:



Kelly Michaels, City Clerk

Published: September 26, 2018

*Can be viewed in the Human Resources Department.

SECTION I: MANAGEMENT PAY PLAN

<u>Salary Grade 01</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 1,690.85	\$ 1,817.64	\$ 1,944.48	\$ 2,071.28	\$ 2,198.11

<u>Salary Grade 02</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 1,809.21	\$ 1,944.87	\$ 2,080.59	\$ 2,216.27	\$ 2,351.98

Community Services Officer
Public Education Specialist (1)

(1) 1 part-time position in the Fire Department budgeted to average 24 hours per week on an annual basis.

<u>Salary Grade 03</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 1,935.85	\$ 2,081.02	\$ 2,226.24	\$ 2,371.41	\$ 2,516.62

Administrative Coordinator
Deputy City Clerk

Human Resources Analyst (1)
Municipal Court Administrator

(1) 1 part-time position in the Human Resources Department budgeted to average 24 hours per week on an annual basis.

<u>Salary Grade 04</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,071.36	\$ 2,226.69	\$ 2,382.07	\$ 2,537.41	\$ 2,692.78

<u>Salary Grade 05</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,216.36	\$ 2,382.56	\$ 2,548.82	\$ 2,715.03	\$ 2,881.27

Administrative Specialist
Circulation Services Supervisor
Benefits, Compensation & Records Specialist
Human Resources Generalist
Management Accountant

Neighborhood Planner
Park Programs and Operations Manager
Payroll Management Accountant
Recreation Supervisor
Utility Accountant

<u>Salary Grade 06</u>				
<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,371.50	\$ 2,549.33	\$ 2,727.23	\$ 2,905.08	\$ 3,082.96

Economic Development Coordinator

Network Administrator

Salary Grade 07

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,537.51	\$ 2,727.79	\$ 2,918.14	\$ 3,108.43	\$ 3,298.77

Social Worker	WPCC Maintenance Supervisor
Survey Supervisor (1)	WPCC Operations Supervisor
Pretreatment Process/Lab Supervisor	

(1) Position eligible for cash overtime at the rate of time and one-half.

Salary Grade 08

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,715.14	\$ 2,918.73	\$ 3,122.41	\$ 3,326.02	\$ 3,529.68

Assistant Public Works Superintendent	Health and Productivity Manager(1)
Code Enforcement Supervisor	Human Resources Representative
Deputy City Assessor	Public Services Manager
Facilities Supervisor	Systems Analyst/Programmer
Fleet Manager	Technical Services Manager
GIS Coordinator	Water Operations Supervisor

(1) Position to be paid at rates consistent with salary grade 09 when assigned to the function of providing safety services to another municipality pursuant to an agreement approved by the Common Council.

Salary Grade 09

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 2,905.20	\$ 3,123.04	\$ 3,340.98	\$ 3,558.84	\$ 3,776.76

City Clerk	Project Engineer
IT Security Manager	Senior Network Administrator
Planning Administrator	

Salary Grade 10

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 3,108.56	\$ 3,341.66	\$ 3,574.85	\$ 3,807.96	\$ 4,041.14

City Assessor	Finance Manager
Director of Services	Revenue Manager
Engineering Project Manager	Zoning and Building Administrator

Salary Grade 11

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 3,326.16	\$ 3,575.57	\$ 3,825.09	\$ 4,074.52	\$ 4,324.02

Highway Superintendent	Water Utility Superintendent
Parks and Forestry Superintendent	WPCC Manager

Salary Grade 12

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 3,558.99	\$ 3,825.86	\$ 4,092.84	\$ 4,359.74	\$ 4,626.70

Assistant Chief of Police
Assistant City Attorney (2) (3)

Assistant Fire Chief (1)
City Engineer

(1) Position eligible for cash overtime at Pay Range 250 straight rates when working in a Shift Commander capacity.

(2) One part-time non-benefited position focusing on municipal prosecution budgeted to average 20 hours per week on an annual basis.

(3) One part-time position budgeted to average 32 hours per week on an annual basis.

Salary Grade 13

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 3,808.12	\$ 4,093.67	\$ 4,379.34	\$ 4,664.92	\$ 4,950.56

Director of Parks, Recreation & Forestry
Human Resources Director

Information Technology Director
Library Director

Salary Grade 14

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 4,074.69	\$ 4,380.23	\$ 4,685.90	\$ 4,991.46	\$ 5,297.10

Director of Community Development
Fire Chief
Police Chief

Salary Grade 15

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 4,359.91	\$ 4,686.85	\$ 5,013.91	\$ 5,340.87	\$ 5,667.90

City Attorney
Director of Finance/Treasurer
Director of Public Works

Salary Grade 16

<u>MINIMUM</u>		<u>MIDPOINT</u>		<u>MAXIMUM</u>
\$ 4,665.11	\$ 5,014.93	\$ 5,364.88	\$ 5,714.73	\$ 6,064.65

SECTION II: CLERICAL AND TECHNICAL PAY PLAN

Pay Range 100

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 11.18	\$ 11.35	\$ 11.52	\$ 11.69	\$ 11.87
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 12.05	\$ 12.23	\$ 12.41	\$ 12.60	\$ 12.79

College Intern

Pay Range 101

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 11.63	\$ 11.81	\$ 11.99	\$ 12.16	\$ 12.35
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 12.53	\$ 12.72	\$ 12.91	\$ 13.11	\$ 13.30

Engineering Intern
General Cleaner I

Recycling Center Attendant
Shelver

Pay Range 102

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 12.10	\$ 12.28	\$ 12.46	\$ 12.65	\$ 12.84
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 13.03	\$ 13.23	\$ 13.42	\$ 13.62	\$ 13.83

Pay Range 103

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 12.59	\$ 12.78	\$ 12.97	\$ 13.16	\$ 13.36
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 13.56	\$ 13.76	\$ 13.97	\$ 14.18	\$ 14.39

Pay Range 104

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 13.08	\$ 13.28	\$ 13.47	\$ 13.68	\$ 13.88
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 14.09	\$ 14.30	\$ 14.52	\$ 14.73	\$ 14.95

General Cleaner II

Pay Range 105

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 13.60	\$ 13.81	\$ 14.01	\$ 14.22	\$ 14.44
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 14.65	\$ 14.87	\$ 15.10	\$ 15.32	\$ 15.55

Lead Recycling Center Attendant

Pay Range 106

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 14.17	\$ 14.38	\$ 14.59	\$ 14.81	\$ 15.03
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 15.26	\$ 15.49	\$ 15.72	\$ 15.96	\$ 16.20

Squad Maintenance Worker
Treasury Assistant

Pay Range 107

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 14.72	\$ 14.94	\$ 15.16	\$ 15.39	\$ 15.62
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 15.86	\$ 16.09	\$ 16.34	\$ 16.58	\$ 16.83

Graduate Intern

Pay Range 108

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 15.30	\$ 15.53	\$ 15.77	\$ 16.00	\$ 16.24
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 16.49	\$ 16.73	\$ 16.98	\$ 17.24	\$ 17.50

Office Assistant
Receptionist

Pay Range 109

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 15.92	\$ 16.16	\$ 16.40	\$ 16.65	\$ 16.90
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 17.15	\$ 17.41	\$ 17.67	\$ 17.93	\$ 18.20

Laboratory Technician
Library Technician

Secretary
Survey Assistant

Pay Range 110

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 16.56	\$ 16.81	\$ 17.06	\$ 17.32	\$ 17.58

<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 17.84	\$ 18.11	\$ 18.38	\$ 18.66	\$ 18.94

Lead Treasury Assistant
Library Technician I

Pay Range 111

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 17.22	\$ 17.48	\$ 17.74	\$ 18.01	\$ 18.28

<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 18.55	\$ 18.83	\$ 19.11	\$ 19.40	\$ 19.69

Pay Range 112

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 17.91	\$ 18.18	\$ 18.45	\$ 18.72	\$ 19.01

<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 19.29	\$ 19.58	\$ 19.87	\$ 20.17	\$ 20.47

Pay Range 113

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 18.63	\$ 18.91	\$ 19.20	\$ 19.49	\$ 19.78

<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 20.07	\$ 20.38	\$ 20.68	\$ 20.99	\$ 21.31

Office Services Assistant

Pay Range 114

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 19.37	\$ 19.66	\$ 19.96	\$ 20.26	\$ 20.56

<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 20.87	\$ 21.18	\$ 21.50	\$ 21.82	\$ 22.15

Pay Range 115

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 20.15	\$ 20.45	\$ 20.76	\$ 21.07	\$ 21.39
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 21.71	\$ 22.03	\$ 22.37	\$ 22.70	\$ 23.04

Facility Maintenance Worker
Fleet Service Assistant
Lead Custodian
Park Facilities/Grounds Generalist

Operator in Training - Highway
Operator in Training - Water
Operator in Training - WPC

Pay Range 116

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 20.95	\$ 21.27	\$ 21.58	\$ 21.91	\$ 22.24
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 22.57	\$ 22.91	\$ 23.25	\$ 23.60	\$ 23.96

Accounting Clerk
Administration and Licensing Clerk
Administrative Assistant I
Assessment Technician

Attendance and Time Clerk I (1)
Court Clerk I
Records Clerk I (1)

(1) Incumbents eligible for 1.5X compensatory time off for hours worked outside of the standard work day.

Pay Range 117

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 21.79	\$ 22.12	\$ 22.45	\$ 22.79	\$ 23.13
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 23.48	\$ 23.83	\$ 24.19	\$ 24.55	\$ 24.92

Library Technician II

Pay Range 118

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 22.66	\$ 23.00	\$ 23.35	\$ 23.70	\$ 24.05
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 24.41	\$ 24.78	\$ 25.15	\$ 25.53	\$ 25.91

Administrative Assistant
Administrative Assistant II
Attendance and Time Clerk (1)
Attendance and Time Clerk II (1)

Court Clerk
Court Clerk II
Records Clerk (1)
Records Clerk II (1)

(1) Incumbents eligible for 1.5X compensatory time off for hours worked outside of the standard work day.

Pay Range 119

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 23.56	\$ 23.92	\$ 24.28	\$ 24.64	\$ 25.01
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 25.39	\$ 25.77	\$ 26.15	\$ 26.55	\$ 26.94

Chemist

Pay Range 120

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 24.51	\$ 24.88	\$ 25.25	\$ 25.63	\$ 26.01
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 26.40	\$ 26.80	\$ 27.20	\$ 27.61	\$ 28.02

Accountant
Code Enforcement Inspector

Pay Range 121

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 25.49	\$ 25.87	\$ 26.26	\$ 26.66	\$ 27.06
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 27.46	\$ 27.87	\$ 28.29	\$ 28.72	\$ 29.15

Engineering Technician I
Equipment Operator I
Senior Drafter

Water Utility Operator I
WPCC Operator I

Pay Range 122

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 26.51	\$ 26.90	\$ 27.31	\$ 27.72	\$ 28.13
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 28.56	\$ 28.98	\$ 29.42	\$ 29.86	\$ 30.31

Surveyor

Pay Range 123

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 27.58	\$ 28.00	\$ 28.42	\$ 28.84	\$ 29.28
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 29.71	\$ 30.16	\$ 30.61	\$ 31.07	\$ 31.54

Appraiser I
Equipment Operator II
Facilities Maintenance Technician
Park Facilities/Grounds Specialist

Senior Chemist
Water Utility Operator II
WPCC Maintenance Worker
WPCC Operator II

Pay Range 124

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 28.68	\$ 29.11	\$ 29.55	\$ 29.99	\$ 30.44
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 30.90	\$ 31.36	\$ 31.83	\$ 32.31	\$ 32.79

Crew Chief
Fleet Service Technician (2)
Lead Facilities Maintenance Technician
Lead Water Operator
Lead WPCC Operator

Librarian
Park Facilities/Grounds Horticulturist
Water Utility Specialist I
WPCC Maintenance Specialist I

Pay Range 125

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 29.82	\$ 30.26	\$ 30.72	\$ 31.18	\$ 31.65
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 32.12	\$ 32.60	\$ 33.09	\$ 33.59	\$ 34.09

Appraiser II
Bailiff (1)
Lead Fleet Service Technician

Park Facilities/Grounds Arborist
WPCC Maintenance Specialist II

(1) Position to be paid at \$30.00 per hour.

Pay Range 126

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 31.01	\$ 31.47	\$ 31.94	\$ 32.42	\$ 32.91
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 33.40	\$ 33.90	\$ 34.41	\$ 34.93	\$ 35.45

Engineering Technician II
Lead WPCC Maintenance Specialist

Public Works Inspector
Water Utility Specialist II

Pay Range 127

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 32.26	\$ 32.74	\$ 33.23	\$ 33.73	\$ 34.24
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 34.75	\$ 35.27	\$ 35.80	\$ 36.34	\$ 36.88

Pay Range 128

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 33.55	\$ 34.05	\$ 34.56	\$ 35.08	\$ 35.61
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 36.14	\$ 36.68	\$ 37.23	\$ 37.79	\$ 38.36

District Building Inspector
Electrical Inspector (1)

Engineering Technician III
Plumbing Inspector (2)

(1) 1 part-time position budgeted to average 4 hours per week on an annual basis to be paid at \$30.00 per hour.

(2) 1 part-time position budgeted to average 5 hours per week on an annual basis to be paid at \$30.00 per hour.

Pay Range 129

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 34.88	\$ 35.40	\$ 35.94	\$ 36.47	\$ 37.02
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 37.58	\$ 38.14	\$ 38.71	\$ 39.29	\$ 39.88

Pay Range 130

<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
\$ 36.29	\$ 36.83	\$ 37.38	\$ 37.94	\$ 38.51
<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>
\$ 39.09	\$ 39.68	\$ 40.27	\$ 40.87	\$ 41.49

SECTION III: SWORN POLICE MANAGEMENT PAY PLAN

PAY RANGE 200

JANUARY 1

2019 RATE

\$42.47

Sergeant (1) (2) (3)(4)

- (1) Incumbents receive 85 hours in holiday pay or time off in lieu of time off on City recognized holidays.
- (2) Standard work day is 8.5 hours.
- (3) Incumbents eligible for .5X compensatory time off for hours worked outside of the standard workday.
- (4) Eligible for cash overtime for work performed under a grant program that requires such payment.

PAY RANGE 215

JANUARY 1

2019 RATE

\$46.68

Police Lieutenant (1) (2) (3)

Police Lieutenant - Community Relations (1)(3)

Police Lieutenant - Training (1)(3)

- (1) Official rate is bi-weekly.
- (2) Incumbents receive 85 hours in holiday pay or time off in lieu of time off on City recognized holidays.
- (3) Standard work day is 8.5 hours.

PAY RANGE 220

JANUARY 1

2019 RATE

\$52.00

Police Captain (1)(2)

- (1) Official rate is bi-weekly.
- (2) Standard work day is 8.5 hours.

SECTION IV: SWORN FIRE MANAGEMENT PAY PLAN

PAY RANGE 250

JANUARY
2019 RATE
\$8,896.96

Deputy Fire Chief - Operations (1) (2) (3)

- (1) Positions eligible for cash overtime at straight time rates when covering shifts.
- (2) Incumbents eligible for 144 hours in Holiday pay in lieu of time-off on City recognized holidays.
- (3) Official rate is monthly.

PAY RANGE 255

JANUARY
2019 RATE
\$8,679.96

Deputy Fire Chief - Fire Prevention (1) (2)

Deputy Fire Chief - Training (1) (2)

- (1) Positions work a standard forty (40) hour work week.
- (2) Official rate is monthly.

SECTION V: NON-REPRESENTED INTERMITTENT AND SEASONAL PAY PLAN

PAY RANGE 300

\$9.18

Election Inspector

PAY RANGE 310

\$12.24

Co-Chief Election Inspector
Acting Special Voting Deputy

PAY RANGE 315

\$12.75

Chief Election Inspector

PAY RANGE 320

<u>Start</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>
\$ 9.55	\$ 9.82	\$ 10.08	\$ 10.35	\$ 10.61	\$ 10.88

Seasonal Laborer (1)

(1) 25 part-time positions budgeted at an average of 12-40 hours per week between May 1st and August 30th annually.

PAY RANGE 325

<u>Start</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>
\$ 13.33	\$ 14.86	\$ 16.40	\$ 17.43	\$ 18.45	\$ 19.48

Seasonal Laborer/Operator (Mar 15-Nov 15)
Park Ranger

SECTION VII:

SPECIAL PAY PRACTICES

The Common Council determines certain supplementary allowances and/or reimbursements for incumbents of specific titles on an annual basis:

Safety Shoes:

One (1) reimbursement of \$65.00 per calendar year, toward the cost of safety work shoes upon satisfactory proof of purchase, as determined by the Finance Director.

Crew Chief	Operator in Training - WPCC
Engineering Technician II	Park Facilities/Grounds Arborist
Engineering Technician III	Park Facilities/Grounds Generalist
Equipment Operator I	Park Facilities/Grounds Horticulturist
Equipment Operator II	Park Facilities/Grounds Specialist
Facilities Maintenance Technician	Parks & Forestry Service Technician
Facility Maintenance Worker	Public Works Inspector
Fleet Service Assistant	Surveyor
Fleet Service Technician	Water Utility Operator I
Lead Facilities Maintenance Technician	Water Utility Operator II
Lead Fleet Service Technician	Water Utility Specialist I
Lead Service Technician	Water Utility Specialist II
Lead Water Operator	WPCC Maintenance Worker
Lead WPCC Operator	WPCC Maintenance Specialist I
Lead WPCC Maintenance Specialist	WPCC Maintenance Specialist II
Lead Surveyor	WPCC Operator I
Operator in Training - Highway	WPCC Operator II
Operator in Training - Water	

Safety Glasses:

One (1) allowance per calendar year, toward the cost of frames and lenses only.

Crew Chief	Operator in Training - WPCC
Engineering Technician II	Park Facilities/Grounds Arborist
Engineering Technician III	Park Facilities/Grounds Generalist
Equipment Operator I	Park Facilities/Grounds Horticulturist
Equipment Operator II	Park Facilities/Grounds Specialist
Facilities Maintenance Technician	Parks & Forestry Service Technician
Facility Maintenance Worker	Public Works Inspector
Fleet Service Assistant	Surveyor
Fleet Service Technician	Water Utility Operator I
Lead Facilities Maintenance Technician	Water Utility Operator II
Lead Fleet Service Technician	Water Utility Specialist I
Lead Service Technician	Water Utility Specialist II
Lead Water Operator	WPCC Maintenance Specialist I
Lead WPCC Operator	WPCC Maintenance Specialist II
Lead WPCC Maintenance Specialist	WPCC Maintenance Worker
Lead Surveyor	WPCC Operator I
Operator in Training - Highway	WPCC Operator II
Operator in Training - Water	

Standby Pay(Highway Division): \$49.00 per week as assigned.

Crew Chief	Equipment Operator II
Equipment Operator I	

Standby Pay(Water Division): \$49.00 per week as assigned.

Lead Water Operator	Water Utility Operator II
Operator in Training - Water	Water Utility Specialist I
Water Utility Operator I	Water Utility Specialist II

Standby Pay (WPCC Division): \$49.00 per week as assigned.

Lead WPCC Operator	WPCC Maintenance Specialist II
Lead WPCC Maintenance Specialist	WPCC Maintenance Worker
Operator in Training - WPCC	WPCC Operator I
WPCC Maintenance Specialist I	WPCC Operator II

Work at Home (Water Division): \$35.00 per week as assigned.

Lead Water Operator	Water Utility Operator II
Operator in Training - Water	Water Utility Specialist I
Water Utility Operator I	Water Utility Specialist II

Work at Home (WPCC Division): \$35.00 per week as assigned.

Lead WPCC Operator	WPCC Maintenance Specialist II
Lead WPCC Maintenance Specialist	WPCC Maintenance Worker
Operator in Training - WPCC	WPCC Operator I
WPCC Maintenance Specialist I	WPCC Operator II

Uniform Allowance (Police & Fire Mgmt): \$750 per calendar year.

Assistant Chief of Police	Police Chief
Assistant Fire Chief	Police Lieutenant
Deputy Fire Chief - Operations	Police Lieutenant - Community Relations
Deputy Fire Chief - Fire Prevention	Police Lieutenant - Training
Deputy Fire Chief - Training	Sergeant
Fire Chief	

Management Cell Phone Stipend: \$25.00 monthly stipend.

Applies to all incumbents whose personal cell phone number is listed in the City Directory for contact during non-business hours, in lieu of being provided a City-owned communications device.

Auto Allowance: \$300 monthly stipend.

Assistant Fire Chief	Fire Chief
Assistant Police Chief	

Sunday Overtime

Pursuant to the Library Board policy, non-management employees of the Library are eligible for 1.5X overtime for work performed on Sundays.

Emergency and Special Event Overtime

Paid at the rate of 1.5X when working outside of the normal work shift, as determined by the department head.

Crew Chief	Park Facilities/Grounds Arborist
Equipment Operator I	Park Facilities/Grounds Generalist
Equipment Operator II	Park Facilities/Grounds Horticulturist
Facilities Maintenance Technician	Park Facilities/Grounds Specialist
Facility Maintenance Worker	Parks & Forestry Service Technician
Fleet Service Assistant	Water Utility Operator I
Fleet Service Technician	Water Utility Operator II
Lead Facilities Maintenance Technician	Water Utility Specialist I
Lead Service Technician	Water Utility Specialist II
Lead Water Operator	WPCC Maintenance Worker
Lead WPCC Operator	WPCC Maintenance Specialist I
Lead WPCC Maintenance Specialist	WPCC Maintenance Specialist II
Operator in Training - Highway	WPCC Operator I
Operator in Training - Water	WPCC Operator II
Operator in Training - WPCC	