

10.



City of West Allis Matter Summary

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
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O-2008-0034 **Ordinance** **In Committee**

An Ordinance to establish the salaries of certain employees in the Health Department for 2008, 2009 and 2010.

Introduced: 7/1/2008 **Controlling Body:** Administration & Finance Committee

Sponsor(s): Administration & Finance Committee

Pass

COMMITTEE RECOMMENDATION

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
JUL - 1 2008			Barczak				
			Czaplewski				
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt				
			Sengstock				
			Vitale				✓
			Weigel				
		TOTAL		<u>4</u>			<u>1</u>

SIGNATURE OF COMMITTEE MEMBER

Kurt Kopplin _____ _____
 Chair Vice-Chair Member

COMMON COUNCIL ACTION *Pass*

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
7-1-08			Barczak	✓			
			Czaplewski	✓			
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt	✓			
			Sengstock	✓			
			Vitale				✓
			✓ Weigel	✓			
		TOTAL		<u>9</u>	<u>—</u>		<u>1</u>



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Ordinance

File Number: O-2008-0034

Final Action:

JUL - 1 2008

Sponsor(s): Administration & Finance Committee

An Ordinance to establish the salaries of certain employees in the Health Department for 2008, 2009 and 2010.

The Common Council for the City of West Allis do ordain as follows:

PART I. The wages and salary ranges for employees of the Health Department, commencing January 1, 2008, and April 1, 2008, shall be as listed in Attachment 1 (Schedule R and P).

PART II. The wages and salary ranges for employees of the Health Department, commencing January 1, 2009, and April 1, 2009, shall be as listed in Attachment 2 (Schedule R and P).

PART III. The wages and salary ranges for employees of the Health Department, commencing January 1, 2010, and April 1, 2010, shall be as listed in Attachment 3 (Schedule R and P).

PART IV. Step Increments.

Any employee appointed, promoted, or reclassified to a higher position shall move in classification from the minimum step to the maximum step in annual increments on the anniversary date of appointment, promotion or reclassification. Any employee promoted or reclassified to a higher position shall be advanced to that step, which will result in a pay increase of not less than \$8.00 bi-weekly.

In the event any of the positions listed in this salary ordinance have been reallocated to a pay range higher than the pay range in which they were listed in the salary ordinance in effect immediately preceding this salary ordinance, or during the period this salary ordinance is in effect, any position is reallocated to a pay range higher than the pay range herein provided, employees affected shall be placed in the same step in the reallocated pay range as they were in under the previous pay range or the pay range herein provided and shall retain the same anniversary date, for the movement from the minimum step to the maximum step in the pay range, in such reallocated pay range as they had in the previous pay range or the pay range herein provided, unless otherwise specifically provided.

PART V. Lead Nurse Premium Task Rate.

A premium rate of \$3.50 per hour shall be paid to a PHN with two (2) years full-time West Allis Health Department or three (3) years part-time West Allis Health Department experience and a BSN degree for functioning as Lead Nurse (in the Nursing Division), as determined by management.

PART VI. Professional Liability Insurance Allowance.

Each bargaining unit member shall be paid up to \$110.00 per year for professional liability insurance upon proof of purchase or renewal.

PART VII. Registered Nurse License Allowance.

The City shall pay the Wisconsin Registered Nurse License renewal fee for each bargaining unit member who submits the renewal notice to management by January 15.

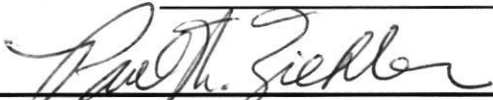
PART VIII. Bi-Weekly Basis of Wages.

Wages and salaries provided in this ordinance are on a bi-weekly basis, except where an hourly rate only is shown for a position. Annual or hourly salaries or wages, where shown in this ordinance, are for reference purposes only, except where only an hourly rate is shown for a position.


PART IX. Employees in school term positions will have the option at the beginning of their employment to choose bi-weekly compensation or bi-weekly compensation evenly distributed over twenty-six (26) pay periods. Current employees may elect either option on an annual basis beginning with the first full pay period in January of each year. They must notify the Health Commissioner no later than December 31st of the preceding year of their compensation plan selection. If they choose to have their compensation evenly distributed over twenty-six (26) pay periods and if they choose to retain health and dental insurance during the months when they are not employed, a payroll deduction will be required for their portion of health and dental insurance premiums.

PART X. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART XI. This ordinance shall take effect January 1, 2008 and be in force from and after its passage and publication.

PASSED JUL - 1 2008


Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED 7/3/08


Dan Devine, Mayor

attach 1

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2008
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.290	\$20.253	\$21.216	\$22.178	\$23.141	\$24.108
	Bi-Weekly	\$1,543.200	\$1,620.240	\$1,697.280	\$1,774.240	\$1,851.280	\$1,928.640
	Annual	\$40,123.200	\$42,126.240	\$44,129.280	\$46,130.240	\$48,133.280	\$50,144.640

<u>N-6</u>							
Public Health Nurse I	Hourly	\$22.667	\$23.125	\$23.523	\$24.004	\$24.487	\$25.317
	Bi-Weekly	\$1,813.360	\$1,850.000	\$1,881.840	\$1,920.320	\$1,958.960	\$2,025.360
	Annual	\$47,147.360	\$48,100.000	\$48,927.840	\$49,928.320	\$50,932.960	\$52,659.360

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$23.125	\$23.523	\$24.004	\$24.487	\$26.551	
	Bi-Weekly	\$1,850.000	\$1,881.840	\$1,920.320	\$1,958.960	\$2,124.080	
	Annual	\$48,100.000	\$48,927.840	\$49,928.320	\$50,932.960	\$55,226.080	

PUBLIC HEALTH NURSING SERVICE
April 1 - December 31, 2008
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.483	\$20.456	\$21.428	\$22.400	\$23.372	\$24.349
	Bi-Weekly	\$1,558.640	\$1,636.480	\$1,714.240	\$1,792.000	\$1,869.760	\$1,947.920
	Annual	\$40,524.640	\$42,548.480	\$44,570.240	\$46,592.000	\$48,613.760	\$50,645.920

<u>N-6</u>							
Public Health Nurse I	Hourly	\$22.894	\$23.356	\$23.758	\$24.244	\$24.732	\$25.570
	Bi-Weekly	\$1,831.520	\$1,868.480	\$1,900.640	\$1,939.520	\$1,978.560	\$2,045.600
	Annual	\$47,619.520	\$48,580.480	\$49,416.640	\$50,427.520	\$51,442.560	\$53,185.600

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$23.356	\$23.758	\$24.244	\$24.732	\$26.817	
	Bi-Weekly	\$1,868.480	\$1,900.640	\$1,939.520	\$1,978.560	\$2,145.360	
	Annual	\$48,580.480	\$49,416.640	\$50,427.520	\$51,442.560	\$55,779.360	

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2008
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$18.901	\$19.847	\$20.793	\$21.738	\$22.684	\$23.632
	Bi-Weekly	\$1,512.080	\$1,587.760	\$1,663.440	\$1,739.040	\$1,814.720	\$1,890.560
	Annual	\$39,314.080	\$41,281.760	\$43,249.440	\$45,215.040	\$47,182.720	\$49,154.560

<u>N-6</u>							
Public Health Nurse I	Hourly	\$22.212	\$22.682	\$23.076	\$23.523	\$24.016	\$24.807
	Bi-Weekly	\$1,776.960	\$1,814.560	\$1,846.080	\$1,881.840	\$1,921.280	\$1,984.560
	Annual	\$46,200.960	\$47,178.560	\$47,998.080	\$48,927.840	\$49,953.280	\$51,598.560

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$22.682	\$23.076	\$23.523	\$24.016	\$26.045	
	Bi-Weekly	\$1,814.560	\$1,846.080	\$1,881.840	\$1,921.280	\$2,083.600	
	Annual	\$47,178.560	\$47,998.080	\$48,927.840	\$49,953.280	\$54,173.600	

PUBLIC HEALTH NURSING SERVICE
April 1 - December 31, 2008
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.090	\$20.045	\$21.001	\$21.955	\$22.911	\$23.868
	Bi-Weekly	\$1,527.200	\$1,603.600	\$1,680.080	\$1,756.400	\$1,832.880	\$1,909.440
	Annual	\$39,707.200	\$41,693.600	\$43,682.080	\$45,666.400	\$47,654.880	\$49,645.440

<u>N-6</u>							
Public Health Nurse I	Hourly	\$22.434	\$22.909	\$23.307	\$23.758	\$24.256	\$25.055
	Bi-Weekly	\$1,794.720	\$1,832.720	\$1,864.560	\$1,900.640	\$1,940.480	\$2,004.400
	Annual	\$46,662.720	\$47,650.720	\$48,478.560	\$49,416.640	\$50,452.480	\$52,114.400

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$22.909	\$23.307	\$23.758	\$24.256	\$26.305	
	Bi-Weekly	\$1,832.720	\$1,864.560	\$1,900.640	\$1,940.480	\$2,104.400	
	Annual	\$47,650.720	\$48,478.560	\$49,416.640	\$50,452.480	\$54,714.400	

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2009
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.873	\$20.865	\$21.857	\$22.848	\$23.839	\$24.836
	Bi-Weekly	\$1,589.840	\$1,669.200	\$1,748.560	\$1,827.840	\$1,907.120	\$1,986.880
	Annual	\$41,335.840	\$43,399.200	\$45,462.560	\$47,523.840	\$49,585.120	\$51,658.880

<u>N-6</u>							
Public Health Nurse I	Hourly	\$23.352	\$23.823	\$24.233	\$24.729	\$25.227	\$26.081
	Bi-Weekly	\$1,868.160	\$1,905.840	\$1,938.640	\$1,978.320	\$2,018.160	\$2,086.480
	Annual	\$48,572.160	\$49,551.840	\$50,404.640	\$51,436.320	\$52,472.160	\$54,248.480

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$23.823	\$24.529	\$25.235	\$25.941	\$26.646	\$27.353
	Bi-Weekly	\$1,905.840	\$1,962.320	\$2,018.800	\$2,075.280	\$2,131.680	\$2,188.240
	Annual	\$49,551.840	\$51,020.320	\$52,488.800	\$53,957.280	\$55,423.680	\$56,894.240

PUBLIC HEALTH NURSING SERVICE
April 1, - December 31, 2009
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$20.072	\$21.074	\$22.076	\$23.076	\$24.077	\$25.084
	Bi-Weekly	\$1,605.760	\$1,685.920	\$1,766.080	\$1,846.080	\$1,926.160	\$2,006.720
	Annual	\$41,749.760	\$43,833.920	\$45,918.080	\$47,998.080	\$50,080.160	\$52,174.720

<u>N-6</u>							
Public Health Nurse I	Hourly	\$23.586	\$24.061	\$24.475	\$24.976	\$25.479	\$26.342
	Bi-Weekly	\$1,886.880	\$1,924.880	\$1,958.000	\$1,998.080	\$2,038.320	\$2,107.360
	Annual	\$49,058.880	\$50,046.880	\$50,908.000	\$51,950.080	\$52,996.320	\$54,791.360

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$24.061	\$24.774	\$25.487	\$26.200	\$26.912	\$27.627
	Bi-Weekly	\$1,924.880	\$1,981.920	\$2,038.960	\$2,096.000	\$2,152.960	\$2,210.160
	Annual	\$50,046.880	\$51,529.920	\$53,012.960	\$54,496.000	\$55,976.960	\$57,464.160

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2009
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.472	\$20.446	\$21.421	\$22.394	\$23.369	\$24.345
	Bi-Weekly	\$1,557.760	\$1,635.680	\$1,713.680	\$1,791.520	\$1,869.520	\$1,947.600
	Annual	\$40,501.760	\$42,527.680	\$44,555.680	\$46,579.520	\$48,607.520	\$50,637.600
<u>N-6</u>							
Public Health Nurse I	Hourly	\$22.883	\$23.367	\$23.773	\$24.233	\$24.741	\$25.556
	Bi-Weekly	\$1,830.640	\$1,869.360	\$1,901.840	\$1,938.640	\$1,979.280	\$2,044.480
	Annual	\$47,596.640	\$48,603.360	\$49,447.840	\$50,404.640	\$51,461.280	\$53,156.480
<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$23.367	\$24.060	\$24.752	\$25.445	\$26.138	\$26.831
	Bi-Weekly	\$1,869.360	\$1,924.800	\$1,980.160	\$2,035.600	\$2,091.040	\$2,146.480
	Annual	\$48,603.360	\$50,044.800	\$51,484.160	\$52,925.600	\$54,367.040	\$55,808.480

PUBLIC HEALTH NURSING SERVICE
April 1 - December 31, 2009
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$19.667	\$20.650	\$21.635	\$22.618	\$23.603	\$24.588
	Bi-Weekly	\$1,573.360	\$1,652.000	\$1,730.800	\$1,809.440	\$1,888.240	\$1,967.040
	Annual	\$40,907.360	\$42,952.000	\$45,000.800	\$47,045.440	\$49,094.240	\$51,143.040
<u>N-6</u>							
Public Health Nurse I	Hourly	\$23.112	\$23.601	\$24.011	\$24.475	\$24.988	\$25.812
	Bi-Weekly	\$1,848.960	\$1,888.080	\$1,920.880	\$1,958.000	\$1,999.040	\$2,064.960
	Annual	\$48,072.960	\$49,090.080	\$49,942.880	\$50,908.000	\$51,975.040	\$53,688.960
<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$23.601	\$24.301	\$25.000	\$25.699	\$26.399	\$27.099
	Bi-Weekly	\$1,888.080	\$1,944.080	\$2,000.000	\$2,055.920	\$2,111.920	\$2,167.920
	Annual	\$49,090.080	\$50,546.080	\$52,000.000	\$53,453.920	\$54,909.920	\$56,365.920

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2010
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$20.473	\$21.495	\$22.518	\$23.538	\$24.559	\$25.586
	Bi-Weekly	\$1,637.840	\$1,719.600	\$1,801.440	\$1,883.040	\$1,964.720	\$2,046.880
	Annual	\$42,583.840	\$44,709.600	\$46,837.440	\$48,959.040	\$51,082.720	\$53,218.880

<u>N-6</u>							
Public Health Nurse I	Hourly	\$24.058	\$24.542	\$24.965	\$25.476	\$25.989	\$26.869
	Bi-Weekly	\$1,924.640	\$1,963.360	\$1,997.200	\$2,038.080	\$2,079.120	\$2,149.520
	Annual	\$50,040.640	\$51,047.360	\$51,927.200	\$52,990.080	\$54,057.120	\$55,887.520

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$24.542	\$25.269	\$25.997	\$26.724	\$27.450	\$28.180
	Bi-Weekly	\$1,963.360	\$2,021.520	\$2,079.760	\$2,137.920	\$2,196.000	\$2,254.400
	Annual	\$51,047.360	\$52,559.520	\$54,073.760	\$55,585.920	\$57,096.000	\$58,614.400

PUBLIC HEALTH NURSING SERVICE
April 1, - December 31, 2010
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$20.678	\$21.710	\$22.743	\$23.773	\$24.805	\$25.842
	Bi-Weekly	\$1,654.240	\$1,736.800	\$1,819.440	\$1,901.840	\$1,984.400	\$2,067.360
	Annual	\$43,010.240	\$45,156.800	\$47,305.440	\$49,447.840	\$51,594.400	\$53,751.360

<u>N-6</u>							
Public Health Nurse I	Hourly	\$24.299	\$24.787	\$25.215	\$25.731	\$26.249	\$27.138
	Bi-Weekly	\$1,943.920	\$1,982.960	\$2,017.200	\$2,058.480	\$2,099.920	\$2,171.040
	Annual	\$50,541.920	\$51,556.960	\$52,447.200	\$53,520.480	\$54,597.920	\$56,447.040

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$24.787	\$25.522	\$26.257	\$26.991	\$27.725	\$28.462
	Bi-Weekly	\$1,982.960	\$2,041.760	\$2,100.560	\$2,159.280	\$2,218.000	\$2,276.960
	Annual	\$51,556.960	\$53,085.760	\$54,614.560	\$56,141.280	\$57,668.000	\$59,200.960

PUBLIC HEALTH NURSING SERVICE
January 1 - March 31, 2010
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$20.060	\$21.063	\$22.068	\$23.070	\$24.075	\$25.080
	Bi-Weekly	\$1,604.800	\$1,685.040	\$1,765.440	\$1,845.600	\$1,926.000	\$2,006.400
	Annual	\$41,724.800	\$43,811.040	\$45,901.440	\$47,985.600	\$50,076.000	\$52,166.400

<u>N-6</u>							
Public Health Nurse I	Hourly	\$23.574	\$24.073	\$24.491	\$24.965	\$25.488	\$26.328
	Bi-Weekly	\$1,885.920	\$1,925.840	\$1,959.280	\$1,997.200	\$2,039.040	\$2,106.240
	Annual	\$49,033.920	\$50,071.840	\$50,941.280	\$51,927.200	\$53,015.040	\$54,762.240

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$24.073	\$24.787	\$25.500	\$26.213	\$26.927	\$27.641
	Bi-Weekly	\$1,925.840	\$1,982.960	\$2,040.000	\$2,097.040	\$2,154.160	\$2,211.280
	Annual	\$50,071.840	\$51,556.960	\$53,040.000	\$54,523.040	\$56,008.160	\$57,493.280

PUBLIC HEALTH NURSING SERVICE
April 1 - December 31, 2010
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
<u>N-5</u>							
Community Health Nutritionist	Hourly	\$20.261	\$21.274	\$22.289	\$23.301	\$24.316	\$25.331
	Bi-Weekly	\$1,620.880	\$1,701.920	\$1,783.120	\$1,864.080	\$1,945.280	\$2,026.480
	Annual	\$42,142.880	\$44,249.920	\$46,361.120	\$48,466.080	\$50,577.280	\$52,688.480

<u>N-6</u>							
Public Health Nurse I	Hourly	\$23.810	\$24.314	\$24.736	\$25.215	\$25.743	\$26.591
	Bi-Weekly	\$1,904.800	\$1,945.120	\$1,978.880	\$2,017.200	\$2,059.440	\$2,127.280
	Annual	\$49,524.800	\$50,573.120	\$51,450.880	\$52,447.200	\$53,545.440	\$55,309.280

<u>N-7</u>							
Public Health Nurse II Public Health Specialist	Hourly	\$24.314	\$25.035	\$25.755	\$26.475	\$27.196	\$27.917
	Bi-Weekly	\$1,945.120	\$2,002.800	\$2,060.400	\$2,118.000	\$2,175.680	\$2,233.360
	Annual	\$50,573.120	\$52,072.800	\$53,570.400	\$55,068.000	\$56,567.680	\$58,067.360

July 1

COMMUNITY **CNI** NEWSPAPERS

AFFIDAVIT OF PUBLICATION

0003137829

WEST ALLIS CITY OF-LEGALS
CLERK/TREASURER'S OFFICE
7525 W GREENFIELD AVE

West Allis, WI 53214

Patti Guerrero hereby states that she is authorized by Journal Sentinel Inc. to certify on behalf of Journal Sentinel Inc., publisher of Community Newspapers, public newspapers of general circulation, printed and published in city and county of Milwaukee; was published in the My Community Now- Midwest on 7/17/2008; that said printed copy was taken from said printed newspaper(s).


Patti Guerrero

State of Wisconsin)
) SS:
County of Milwaukee)

Subscribed and sworn before me this 22nd day of July, 2008.

Barbara Bartz

Notary Public State of Wisconsin
My Commission Expires 7-10-11

