



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: February 11, 2026
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Subject: From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

File Type: Informational Report

REQUEST

HR is providing an informational report for the March 2026, Personnel Committee Meeting, Reference File 26-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Table with 2 columns: Statute/Ordinance and Reference. Rows include Wisconsin State Statutes (63.05 (3), 63.07) and Milwaukee County Code of General Ordinances (17.05 (2), 17.10, 17.09, 17.23, 17.08, 17.085, 17.265).

BACKGROUND

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the upcoming agenda of the Personnel Committee Meeting for informational purposes.

Table with 2 columns: Field and Value. Rows include Related File No's and Previous Action Date(s) (01/20/2026).

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the strategic plan:

- 1A: Reflect the full diversity of the County at every level of County government
1B: Create and nurture an inclusive culture across County government
1C: Increase the number of County contracts awarded to minority and women-owned businesses
2A: Determine what, where, and how we deliver services to advance health equity
2B: Break down silos across County government to maximize access to and quality of services offered
2C: Apply a racial equity lens to all decisions
3A: Invest "upstream" to address root causes of health disparities
3B: Enhance the County's fiscal health and sustainability
3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

VIRTUAL MEETING INVITES

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PREPARED BY:

Bridget Morstad, Lead Compensation Analyst, Department of Human Resources

Genaro Baez, Director of Talent Acquisition & HR Operations, Department of Human Resources

Dan Laurila, Director Operating Budget, Department of Strategy, Budget & Performance

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Reclassifications

Advancements within the pay range

Appointments at an advanced step of the pay range

Revisions to Executive Compensation Plan [ECP]

Dual employment

Emergency appointment

Temporary appointment

Temporary assignments to a higher classification (updated through February 9, 2026)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Supervisor Patti Logsdon, Chair, Committee on Personnel
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Aaron Hertzberg, Director, Department of Administrative Services
Isaac Rowlett, Interim Director – Department of Strategy, Budget & Performance
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners
Clarence Kinnard, Committee Coordinator, Office of the County Clerk

Personnel Committee Meeting Compensation Report March 2026

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Current Sal Only	Recommended			Classification	Percentage	Effective Date	Comp Reason	
						Current Grade	Min	Max		New Grade	Min	Max					New Sal Only
1	Reclassification	DHHS	Quality Specialist DHHS	Quality Assurance Special Nm	1	NR24	\$62,795.20	\$94,203.20	\$67,849.60	NR25	\$66,580.80	\$99,860.80	\$67,849.60	Classified	0.00%	3/29/2026	Reclassing position to align job title with job duties and responsibilities.
2	Advancement	Airport	Manager Assistant Airport Operations	Manager Assistant Airport Operations	1	NR25	\$66,580.80	\$99,860.80	\$84,760.00	NR25	\$66,580.80	\$99,860.80	\$87,302.80	Classified	3.00%	3/29/2026	Advancement in Range
3	Advancement	Airport	Manager Assistant Airport Operations	Manager Assistant Airport Operations	1	NR25	\$66,580.80	\$99,860.80	\$79,830.40	NR25	\$66,580.80	\$99,860.80	\$82,225.31	Classified	3.00%	3/29/2026	Advancement in Range
4	Advancement	Airport	Supervisor Airport Operations	Supervisor Airport Operations	1	NR23	\$59,280.00	\$88,878.40	\$69,035.20	NR23	\$59,280.00	\$88,878.40	\$71,106.26	Classified	3.00%	3/29/2026	Advancement in Range
5	Advancement	Airport	Supervisor Airport Operations	Supervisor Airport Operations	1	NR23	\$59,280.00	\$88,878.40	\$67,683.20	NR23	\$59,280.00	\$88,878.40	\$69,713.70	Classified	3.00%	3/29/2026	Advancement in Range
6	Advancement	Airport	Supervisor Airport Operations	Supervisor Airport Operations	1	NR23	\$59,280.00	\$88,878.40	\$67,683.20	NR23	\$59,280.00	\$88,878.40	\$69,713.70	Classified	3.00%	3/29/2026	Advancement in Range
7	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$72,030.40	NR22	\$55,910.40	\$83,844.80	\$76,330.40	Classified	6.00%	3/29/2026	Advancement in Range
8	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$72,030.40	NR22	\$55,910.40	\$83,844.80	\$76,330.40	Classified	6.00%	3/29/2026	Advancement in Range
9	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$72,030.40	NR22	\$55,910.40	\$83,844.80	\$76,330.40	Classified	6.00%	3/29/2026	Advancement in Range
10	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$72,030.40	NR22	\$55,910.40	\$83,844.80	\$76,330.40	Classified	6.00%	3/29/2026	Advancement in Range
11	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$72,030.40	NR22	\$55,910.40	\$83,844.80	\$76,330.40	Classified	6.00%	3/29/2026	Advancement in Range
12	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$64,667.20	NR22	\$55,910.40	\$83,844.80	\$68,508.20	Classified	5.90%	3/29/2026	Advancement in Range
13	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	NR22	\$55,910.40	\$83,844.80	\$65,603.20	NR22	\$55,910.40	\$83,844.80	\$67,571.30	Classified	3.00%	3/29/2026	Advancement in Range
14	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$64,064.00	NR20	\$49,753.60	\$74,630.40	\$65,345.28	Classified	2.00%	3/29/2026	Advancement in Range
15	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$62,795.20	NR20	\$49,753.60	\$74,630.40	\$64,051.10	Classified	2.00%	3/29/2026	Advancement in Range
16	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$62,795.20	NR20	\$49,753.60	\$74,630.40	\$64,051.10	Classified	2.00%	3/29/2026	Advancement in Range

Personnel Committee Meeting Compensation Report March 2026

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
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(Reclassifications, Advancements Within The Pay Range and Reallocations)

*Change in Duties has to reflect a weight of 25% or more.

Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Recommended				Classification	Percentage	Effective Date	Comp Reason	
						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max					New Sal Only
17	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$58,385.60	NR20	\$49,753.60	\$74,630.40	\$59,553.31	Classified	2.00%	3/29/2026	Advancement in Range
18	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$58,385.60	NR20	\$49,753.60	\$74,630.40	\$59,553.31	Classified	2.00%	3/29/2026	Advancement in Range
19	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$56,680.00	NR20	\$49,753.60	\$74,630.40	\$58,380.40	Classified	3.00%	3/29/2026	Advancement in Range
20	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$56,680.00	NR20	\$49,753.60	\$74,630.40	\$58,380.40	Classified	3.00%	3/29/2026	Advancement in Range
21	Advancement	Airport	Airport Operations Coordinator	Airport Operations Coordinator	1	NR20	\$49,753.60	\$74,630.40	\$55,577.60	NR20	\$49,753.60	\$74,630.40	\$56,680.00	Classified	2.00%	3/29/2026	Advancement in Range
22	Advancement	Airport	Facilities Supervisor	Facilities Supervisor	1	NR22	\$55,910.40	\$83,844.80	\$55,910.40	NR22	\$55,910.40	\$83,844.80	\$58,410.40	Classified	4.50%	3/29/2026	Advancement in Range
23	Advancement	Airport	Airport Maintenance Worker Assistant In-Charge	Airport Maintenance Worker Assistant In-Charge	1	NR15	\$37,169.60	\$55,764.80	\$46,009.60	NR15	\$37,169.60	\$55,764.80	\$48,509.60	Classified	5.40%	3/29/2026	Advancement in Range
24	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$42,473.60	NR14	\$35,089.60	\$52,644.80	\$45,473.60	Classified	7.10%	3/29/2026	Advancement in Range
25	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$42,473.60	NR14	\$35,089.60	\$52,644.80	\$45,473.60	Classified	7.10%	3/29/2026	Advancement in Range
26	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$42,473.60	NR14	\$35,089.60	\$52,644.80	\$45,473.60	Classified	7.10%	3/29/2026	Advancement in Range
27	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$40,497.60	NR14	\$35,089.60	\$52,644.80	\$41,447.60	Classified	2.30%	3/29/2026	Advancement in Range
28	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$37,814.40	NR14	\$35,089.60	\$52,644.80	\$38,564.40	Classified	2.00%	3/29/2026	Advancement in Range
29	Advancement	Airport	Airport Maintenance Worker Assistant NM	Airport Maintenance Worker Assistant NM	1	NR14	\$35,089.60	\$52,644.80	\$37,814.40	NR14	\$35,089.60	\$52,644.80	\$38,564.40	Classified	2.00%	3/29/2026	Advancement in Range
30	Advancement	Airport	Manager Airport Planner	Manager Airport Planner	1	NR30	\$89,107.20	\$133,619.20	\$105,622.40	NR30	\$89,107.20	\$133,619.20	\$107,202.40	Classified	1.50%	3/29/2026	Advancement in Range
31	Advancement	Highways	Cement Mason	Cement Mason	1	BT23	\$58,676.80	\$87,984.00	\$82,867.20	BT23	\$58,676.80	\$87,984.00	\$84,531.20	Classified	2.00%	5/4/2025	Advancement in Range
32	Advancement	Zoo	Curator Primates and Small Mammals	Curator Primates and Small Mammals	1	NR26E	\$70,553.60	\$105,830.40	\$75,546.00	NR26E	\$70,553.60	\$105,830.40	\$79,082.00	Classified	4.70%	3/29/2026	Advancement in Range

Personnel Committee Meeting Compensation Report March 2026

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						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max	New Sal Only			Classification	Percentage
33	Advancement	Zoo	Curator Reptiles and Aquarium	Curator Reptiles and Aquarium	1	NR26E	\$70,553.60	\$105,830.40	\$74,651.00	NR26E	\$70,553.60	\$105,830.40	\$76,253.00	Classified	2.10%	3/29/2026	Advancement in Range
34	Advancement	Zoo	Director Animal Management Health	Director Animal Management Health	1	NR34E	\$112,444.80	\$168,126.40	\$113,339.00	NR34E	\$112,444.80	\$168,126.40	\$115,000.00	Classified	1.50%	3/29/2026	Advancement in Range
35	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$56,534.00	NR20	\$49,753.60	\$74,630.40	\$57,866.00	Classified	2.40%	3/29/2026	Advancement in Range
36	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$57,866.00	NR20	\$49,753.60	\$74,630.40	\$59,758.00	Classified	3.30%	3/29/2026	Advancement in Range
37	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$57,866.00	NR20	\$49,753.60	\$74,630.40	\$59,758.00	Classified	3.30%	3/29/2026	Advancement in Range
38	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$56,534.00	NR20	\$49,753.60	\$74,630.40	\$57,866.00	Classified	2.40%	3/29/2026	Advancement in Range
39	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$57,866.00	NR20	\$49,753.60	\$74,630.40	\$59,738.00	Classified	3.20%	3/29/2026	Advancement in Range
40	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$56,534.00	NR20	\$49,753.60	\$74,630.40	\$57,866.00	Classified	2.40%	3/29/2026	Advancement in Range
41	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$56,534.00	NR20	\$49,753.60	\$74,630.40	\$57,866.00	Classified	2.40%	3/29/2026	Advancement in Range
42	Advancement	Zoo	Zoo Area Supervisor	Zoo Area Supervisor	1	NR20	\$49,753.60	\$74,630.40	\$56,534.00	NR20	\$49,753.60	\$74,630.40	\$57,866.00	Classified	2.40%	3/29/2026	Advancement in Range
43	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$47,653.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	7.20%	3/29/2026	Advancement in Range
44	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
45	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
46	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
47	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
48	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$50,939.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	0.20%	3/29/2026	Advancement in Range

Personnel Committee Meeting Compensation Report March 2026

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						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max					New Sal Only
49	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$50,939.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	0.20%	3/29/2026	Advancement in Range
50	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
51	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
52	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
53	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$49,774.00	NR18	\$44,304.00	\$66,393.60	\$51,064.00	Classified	2.60%	3/29/2026	Advancement in Range
54	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$48,714.00	NR18	\$44,304.00	\$66,393.60	\$49,774.00	Classified	2.20%	3/29/2026	Advancement in Range
55	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$47,611.00	NR18	\$44,304.00	\$66,393.60	\$49,774.00	Classified	4.50%	3/29/2026	Advancement in Range
56	Advancement	Zoo	Zookeeper	Zookeeper	1	NR18	\$44,304.00	\$66,393.60	\$46,509.00	NR18	\$44,304.00	\$66,393.60	\$47,611.00	Classified	2.40%	3/29/2026	Advancement in Range
57	Advancement	Zoo	Veterinary Technician	Veterinary Technician	1	NR18	\$44,304.00	\$66,393.60	\$47,154.00	NR18	\$44,304.00	\$66,393.60	\$47,923.00	Classified	1.60%	3/29/2026	Advancement in Range
58	Advancement	Zoo	Director Facilities Management	Director Facilities Management	1	NR33E	\$106,121.60	\$159,120.00	\$111,405.00	NR33E	\$106,121.60	\$159,120.00	\$114,000.00	Classified	2.30%	3/29/2026	Advancement in Range
59	Advancement	Zoo	Supervisor Grounds	Supervisor Grounds	1	NR22	\$55,910.40	\$83,844.80	\$59,883.00	NR22	\$55,910.40	\$83,844.80	\$64,875.00	Classified	8.30%	3/29/2026	Advancement in Range
60	Advancement	Zoo	Zoo Vehicle Machine Operator	Zoo Vehicle Machine Operator	1	NR19	\$46,924.80	\$70,408.00	\$55,869.00	NR19	\$46,924.80	\$70,408.00	\$60,861.00	Classified	8.90%	3/29/2026	Advancement in Range
61	Advancement	Zoo	Horticulturist Zoo	Horticulturist Zoo	1	NR19	\$46,924.80	\$70,408.00	\$59,758.00	NR19	\$46,924.80	\$70,408.00	\$61,838.00	Classified	3.50%	3/29/2026	Advancement in Range
62	Advancement	Zoo	Clerical Assistant	Clerical Assistant	1	NR13	\$33,092.80	\$49,649.60	\$17,752.80	NR13	\$33,092.80	\$49,649.60	\$20,800.00	Classified	17.16%	3/29/2026	Advancement in Range (This is part-time employee)
63	Advancement	Zoo	Assistant Accounting Cash	Assistant Accounting Cash	1	NR12	\$31,241.60	\$46,820.80	\$40,622.00	NR12	\$31,241.60	\$46,820.80	\$43,000.00	Classified	5.90%	3/29/2026	Advancement in Range
64	Advancement	Zoo	Visitor Services Specialist	Visitor Services Specialist	1	NR14	\$35,089.60	\$52,644.80	\$36,670.00	NR14	\$35,089.60	\$52,644.80	\$40,000.00	Classified	9.10%	3/29/2026	Advancement in Range

**Personnel Committee Meeting
Compensation Report
March 2026**

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							Min	Max			Min	Max					
65	Advancement	Zoo	Visitor Services Specialist	Visitor Services Specialist	1	NR14	\$35,089.60	\$52,644.80	\$36,670.00	NR14	\$35,089.60	\$52,644.80	\$40,000.00	Classified	9.10%	3/29/2026	Advancement in Range
66	Advancement	Zoo	Rental Event Specialist	Rental Event Specialist	1	NR20	\$49,753.60	\$74,630.40	\$57,221.00	NR20	\$49,753.60	\$74,630.40	\$58,240.00	Classified	1.80%	3/29/2026	Advancement in Range
67	Advancement	DHHS	Quality Assurance Special Nm	Quality Assurance Special Nm	1	NR25	\$66,580.80	\$99,860.80	\$66,580.80	NR25	\$66,580.80	\$99,860.80	\$67,849.60	Classified	1.90%	3/29/2026	Advancement in Range
68	Advancement	DHHS	Quality Assurance Special Nm	Quality Assurance Special Nm	1	NR25	\$66,580.80	\$99,860.80	\$66,580.80	NR25	\$66,580.80	\$99,860.80	\$67,849.60	Classified	1.90%	3/29/2026	Advancement in Range
69	Advancement	DHHS	Quality Assurance Special Nm	Quality Assurance Special Nm	1	NR25	\$66,580.80	\$99,860.80	\$66,580.80	NR25	\$66,580.80	\$99,860.80	\$67,849.60	Classified	1.90%	3/29/2026	Advancement in Range

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-26

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min		Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	CRC	Laundry Plant Operator	NR13	\$15.75	\$23.63	\$22.31	12/22/2025	Training and experience exceed the minimum qualifications for this position.
2	New Hire	DHHS	Community Intervention Specialist DHHS	NR21	\$25.11	\$37.65	\$30.29	12/22/2025	Training and experience exceed the minimum qualifications for this position.
3	New Hire	OEM	Mobile Integrated Health Captain	NR27	\$35.60	\$53.40	\$41.00	12/22/2025	Training and experience exceed the minimum qualifications for this position.
4	New Hire	IMSD	IT Project Manager	NR30	\$42.41	\$63.60	\$52.88	12/22/2025	Training and experience exceed the minimum qualifications for this position.
5	New Hire	Corp Counsel	Assistant Corporation Counsel	AT32	\$47.64	\$71.46	\$50.31	1/5/2026	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Parks	Office Assistant III	NR14	\$16.70	\$25.05	\$23.00	1/5/2026	Training and experience exceed the minimum qualifications for this position.
7	New Hire	County Clerk	Administrative Secretary Legislative Assistant III	NR18	\$21.08	\$31.60	\$26.50	1/5/2026	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Fleet	Fleet Mechanic	NR21	\$25.11	\$37.65	\$32.85	1/5/2026	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DHHS	ADRC Professional	NR21	\$25.11	\$37.65	\$27.00	1/5/2026	Training and experience exceed the minimum qualifications for this position.
10	New Hire	DHHS	Community Intervention Specialist DHHS	NR21	\$25.11	\$37.65	\$33.00	1/5/2026	Training and experience exceed the minimum qualifications for this position.
11	New Hire	HR	Analyst Financial Retirement	NR25	\$31.69	\$47.53	\$33.66	1/5/2026	Training and experience exceed the minimum qualifications for this position.
12	New Hire	DHHS	Clerical Assistant	NR13	\$15.91	\$23.87	\$18.00	1/20/2026	Training and experience exceed the minimum qualifications for this position.
13	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.87	\$25.31	\$18.00	1/20/2026	Training and experience exceed the minimum qualifications for this position.
14	New Hire	Airport	Airport Maintenance Worker	NR20	\$23.92	\$35.88	\$26.45	1/20/2026	Training and experience exceed the minimum qualifications for this position.
15	New Hire	DHHS	Community Intervention Specialist DHHS	NR21	\$25.37	\$38.03	\$30.00	1/20/2026	Training and experience exceed the minimum qualifications for this position.
16	New Hire	Sheriff	Clerical Specialist Sheriff	NR14	\$16.87	\$25.31	\$23.75	2/2/2026	Training and experience exceed the minimum qualifications for this position.
17	New Hire	Sheriff	Clerical Specialist Sheriff	NR14	\$16.87	\$25.31	\$23.00	2/2/2026	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Airport	Airport Security Operator	NR16	\$18.95	\$28.43	\$24.00	2/2/2026	Training and experience exceed the minimum qualifications for this position.
19	New Hire	Zoo	Zookeeper	NR18	\$21.30	\$31.92	\$21.50	2/2/2026	Training and experience exceed the minimum qualifications for this position.
20	New Hire	DHHS	Community Intervention Specialist DHHS	NR21	\$25.37	\$38.03	\$30.36	2/2/2026	Training and experience exceed the minimum qualifications for this position.
21	New Hire	IMSD	Applications Analyst	NR25	\$32.01	\$48.01	\$40.39	2/2/2026	Training and experience exceed the minimum qualifications for this position.
22	New Hire	IMSD	Applications Analyst	NR25	\$32.01	\$48.01	\$33.75	2/2/2026	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
March 2026**

Currently, there are no "Revisions to ECP" to report.

**Dual Employments
Personnel Committee Meeting
March 2026**

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range	Dual Employment Date Begin
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
March 2026**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
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Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
March 2026**

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
March 2026**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
Parks	Bollis	Sean	Park Worker III Seasonal Adv.	nr07	nr18	Park Maintenance Worker	12/15/2025		3/15/2026	Ashley Kraus
CRC	Collins	Candice	Correctional Officer Lieutenant	nrc3	nr29e	Manager Correction	9/14/2025	12/14/2025	3/14/2026	Rachel Kuhl
CRC	Davis	Tamika	CO Sergeant	nrc2	nrc3	CO Lieutenant	11/17/2025	1/17/2026	4/17/2026	Candice Collins
Parks	Dudley	Brian	Park Maintenance Worker	nr21	nr24	Park Unit Coordinator	1/4/2026		4/6/2026	Brian Uhan
CRC	Gilbert	Tenisha	Correctional Officer Seargents	nrc2	nrc3	Corr Offcr Lt	12/28/2025		3/28/2026	Jayne Hopkins
Parks	Halser	Andrew	Park Worker 3 Seasonal Asv	5100	nr18	Park Maintenance Worker	10/19/2025	1/17/2026	4/17/2026	Julie Higgens
ROD	Ivery	Chastity	Clerk Vital Records	nr14	nr17	Vital Records Lead	1/16/2026		4/16/2026	Natalia Rivas
DOT	McGuire	Matthew	Highway Maintenance Worker II	nr20	nr21	Lead Highway Maintenance Worker	9/1/2025	12/1/2025	3/1/2026	vacant
DOT	Nemitz	Craig	Fleet Mechanic	nr21	nr23	Lead Fleet Mechanic PT/UF	10/19/2025	1/20/2026	4/20/2026	vacant
BHD	Pittman	Laura	Coordinator Contract Service BHD	nr23	nr28	Manager of Contract and Network Services	1/26/2026		4/26/2026	Brenda Smith
Sheriff	Priest	Alexis	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	6/8/2025	12/5/2025	3/4/2026	vacant
SBP	Rowlett	Isaac	Director Strategic Planning	902e	nr40e	Director SBP	12/8/2025		3/8/2026	Joseph Lamars
DOT	Sanders	Erica	Highway Maintenance Worker 3	nr21	nr23	Highway Assistant Supervisor	1/12/2026		4/12/2026	vacant
CRC	Szablewski	Nicholas	Stores Clerk 1	nr12	nr14	Inventory Clerk	11/3/2025	2/1/2026	4/2/2026	Dennis Gollimowski