

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : April 21, 2020

To : County Board of Supervisors Chair

FROM : Dean Legler, Director of Compensation/HRIS, Department of Human Resources



SUBJECT : **Informational Report for May 2020 Personnel Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

The reports are:

- Reclassifications (Revised)
- 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 April 15, 2020)

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the agenda of the May 2020 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
May 2020**

Revised

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 #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
1	DHHS	Reclassification	Assistant Administrator	Administrator Disability Services	1	35M	01	\$ 79,211.04	902E	01	\$ 85,466.45	Classified	More in line with other directors in department. Added extra duties as well. New Salary: \$106,037	4/20/20	27.71%
							02	\$ 83,026.68		02	\$ 106,036.52				
							03	\$ 86,843.65		03	\$ 126,630.13				
							04	\$ 90,599.03							
							05	\$ 94,417.99			\$106,037				

May 2020 Monthly Transaction Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Salary Old	Salary New	Salary Variance	2020 Variance	Effective Date	Funding Source
1.1	8000 - DHHS	Reclassification	Assistant Administrator	Administrator Disabilty Services	\$ 89,378	\$ 114,149	\$ 24,771	\$ 17,305	4/20/2020	Dedicated Revenue

The department has certified that sufficient funds are available for the action in the stated funding source

Joe Lamers
Director of Performance, Strategy, and Budget

Date
April 20, 2020

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

^Bold/Shaded boarder denotes rates of incumbents

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Airport	Marketing Coordinator	31M	01	\$31.98	\$66,522.24	3	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$33.52	\$69,726.78			
					03	\$35.03	\$72,864.21			
					04	\$36.57	\$76,066.10			
					05	\$38.08	\$79,211.26			
2	New Hire	Airport	Aviation Analyst	31M	01	\$31.98	\$66,522.24	3	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$33.52	\$69,726.78			
					03	\$35.03	\$72,864.21			
					04	\$36.57	\$76,066.10			
					05	\$38.08	\$79,211.26			
3	New Hire	Corporation Counsel	Assistant Corporation Counsel	34Z	01	\$24.16	\$50,257.38	8	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.82	\$55,783.31			
					03	\$29.56	\$61,493.95			
					04	\$31.62	\$65,772.93			
					05	\$33.82	\$70,349.97			
					06	\$36.18	\$75,245.66			
					07	\$38.16	\$79,378.21			
					08	\$41.39	\$86,083.30			
					09	\$44.27	\$92,073.07			
					10	\$46.42	\$96,549.02			
					11	\$49.38	\$102,705.41			
					12	\$52.34	\$108,867.82			
					13	\$55.48	\$115,399.44			
					14	\$58.81	\$122,323.97			
4	New Hire	Courts	Sr Assistant Clerical-	04P	01	\$15.71	\$32,684.13	3	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			
5	New Hire	Courts	Sr Assistant Clerical-	04P	01	\$15.71	\$32,684.13	3	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			
6	New Hire	Courts	Sr Assistant Clerical-	04P	01	\$15.71	\$32,684.13	3	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
7	New Hire	DAS - Fiscal Affairs	Mgr Analysis and Strategy CBDP	33M	01	\$35.03	\$72,864.21	3	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$36.57	\$76,066.10			
					03	\$38.08	\$79,211.04			
					04	\$39.92	\$83,026.68			
					05	\$41.75	\$86,843.65			
8	Rehire	DAS - Fiscal Affairs	Sr Engineer Construction-	34A	01	\$42.37	\$88,135.22	3	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$43.29	\$90,045.49			
					03	\$44.21	\$91,956.38			
					04	\$45.13	\$93,867.07			
					05	\$46.07	\$95,822.69			
					06	\$46.99	\$97,733.38			
					07	\$47.94	\$99,712.08			
					08	\$49.16	\$102,259.46			
					09	\$50.40	\$104,829.50			
9	New Hire	DAS - Fiscal Affairs	Assistant Administrative P	06P	01	\$18.36	\$38,198.19	5	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$19.01	\$39,545.80			
					03	\$19.66	\$40,894.73			
					04	\$20.31	\$42,242.78			
					05	\$20.96	\$43,590.61			
					06	\$21.61	\$44,938.88			
					07	\$22.25	\$46,286.93			
					08	\$22.90	\$47,635.64			
					09	\$23.55	\$48,983.47			
10	New Hire	DAS - Fiscal Affairs	Engineer NM	3221	01	\$28.05	\$58,340.67	2	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$28.49	\$59,265.02			
					03	\$29.45	\$61,252.88			
					04	\$30.40	\$63,241.36			
					05	\$31.36	\$65,229.22			
					06	\$32.30	\$67,193.57			
					07	\$33.26	\$69,182.05			
					08	\$34.22	\$71,169.70			
					09	\$35.16	\$73,134.46			
					10	\$36.12	\$75,122.53			
					11	\$37.07	\$77,110.59			
					12	\$38.03	\$79,098.66			
					13	\$38.97	\$81,063.42			
					14	\$39.93	\$83,051.07			
					15	\$40.88	\$85,039.34			
					16	\$41.83	\$87,003.90			
					17	\$42.17	\$87,713.81			
11	New Hire	DAS - IMSD	Project Manager IT-	36M	01	\$39.92	\$83,026.68	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$41.75	\$86,843.65			
					03	\$43.56	\$90,599.03			
					04	\$45.39	\$94,417.99			
					05	\$47.23	\$98,238.05			
12	New Hire	DAS - IMSD	Analyst Appls System IT II	24D	01	\$29.05	\$60,427.10	2	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$29.78	\$61,936.75			
					03	\$30.67	\$63,795.23			
					04	\$31.74	\$66,029.47			
					05	\$33.01	\$68,670.38			
					06	\$34.67	\$72,103.20			
					07	\$36.74	\$76,429.28			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
13	New Hire	DAS - Risk Management	Safety Specialist	25	01	\$26.23	\$54,549.64	2	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$27.19	\$56,554.27			
					03	\$28.15	\$58,558.90			
					04	\$29.43	\$61,209.08			
					05	\$30.70	\$63,865.66			
14	New Hire	Dept. of Child Support	Legal Cnsl Chld Supp 1 NM	34Z1	01	\$24.16	\$50,257.38	2	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.82	\$55,783.31			
					03	\$29.56	\$61,493.95			
					04	\$31.62	\$65,772.93			
					05	\$33.82	\$70,349.97			
					06	\$36.18	\$75,245.66			
					07	\$38.16	\$79,378.21			
					08	\$41.39	\$86,083.30			
					09	\$44.27	\$92,073.07			
					10	\$46.42	\$96,549.02			
					11	\$49.38	\$102,705.41			
					12	\$52.34	\$108,867.82			
					13	\$55.48	\$115,399.44			
					14	\$58.81	\$122,323.97			
15	New Hire	Dept. of Transportation	Engineer NM	32Z1	01	\$28.05	\$58,340.67	12	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$28.49	\$59,265.02			
					03	\$29.45	\$61,252.88			
					04	\$30.40	\$63,241.36			
					05	\$31.36	\$65,229.22			
					06	\$32.30	\$67,193.57			
					07	\$33.26	\$69,182.05			
					08	\$34.22	\$71,169.70			
					09	\$35.16	\$73,134.46			
					10	\$36.12	\$75,122.53			
					11	\$37.07	\$77,110.59			
					12	\$38.03	\$79,098.66			
					13	\$38.97	\$81,063.42			
					14	\$39.93	\$83,051.07			
					15	\$40.88	\$85,039.34			
					16	\$41.83	\$87,003.90			
					17	\$42.17	\$87,713.81			
16	Rehire	DHHS - Health & Human Services	Human Ser Wkr NM	16Z4	01	\$20.62	\$42,882.29	5	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
17	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624	01	\$20.62	\$42,882.29	4	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
18	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624	01	\$20.62	\$42,882.29	4	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
19	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624	01	\$20.62	\$42,882.29	3	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
20	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624	01	\$20.62	\$42,882.29	3	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
21	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624	01	\$20.62	\$42,882.29	4	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
					22	Rehire	DHHS - Health & Human Services			
02	\$20.74	\$43,148.40								
03	\$21.33	\$44,367.96								
04	\$21.95	\$45,652.64								
05	\$22.80	\$47,420.39								
06	\$23.71	\$49,311.98								
07	\$24.68	\$51,324.56								
08	\$25.48	\$52,995.61								
09	\$26.32	\$54,739.28								
10	\$27.31	\$56,812.80								
11	\$27.83	\$57,876.49								
12	\$28.32	\$58,905.74								
23	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	1624				01	\$20.62	\$42,882.29
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
					24	New Hire	DHHS - Health & Human Services	Community Intervention Spec	24	01
02	\$26.23	\$54,549.79								
03	\$27.19	\$56,554.38								
04	\$28.15	\$58,558.96								
05	\$29.43	\$61,208.91								
06	\$30.40	\$63,213.50								
25	New Hire	DHHS - Health & Human Services	Community Intervention Spec	24	01	\$25.26	\$52,540.59	3	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.23	\$54,549.79			
					03	\$27.19	\$56,554.38			
					04	\$28.15	\$58,558.96			
					05	\$29.43	\$61,208.91			
					06	\$30.40	\$63,213.50			
26	New Hire	DHHS - Health & Human Services	Community Intervention Spec	24	01	\$25.26	\$52,540.59	2	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.23	\$54,549.79			
					03	\$27.19	\$56,554.38			
					04	\$28.15	\$58,558.96			
					05	\$29.43	\$61,208.91			

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
27	New Hire	DHHS - Health & Human Services	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868.08	8	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			
28	New Hire	DHHS - Health & Human Services	Hum Ser Wkr-Juv Justice NM	16Z4	01	\$20.62	\$42,882.29	6	3/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
29	New Hire	DHHS - Health & Human Services	Hum Ser Wkr-Juv Justice NM	16Z4	01	\$20.62	\$42,882.29	2	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148.40			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			
30	New Hire	District Attorney	Clerical Asst 1 NM	03Z1	01	\$14.91	\$31,008.11	5	2/24/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.23	\$31,685.34			
					03	\$15.75	\$32,765.15			
					04	\$16.27	\$33,845.62			
					05	\$16.79	\$34,926.09			
					06	\$17.31	\$36,006.12			
					07	\$17.83	\$37,086.81			
					08	\$18.35	\$38,166.40			
					09	\$18.87	\$39,246.87			
31	New Hire	District Attorney	Clerical Asst 1 NM	03Z1	01	\$14.91	\$31,008.11	5	2/24/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.23	\$31,685.34			
					03	\$15.75	\$32,765.15			
					04	\$16.27	\$33,845.62			
					05	\$16.79	\$34,926.09			
					06	\$17.31	\$36,006.12			
					07	\$17.83	\$37,086.81			
					08	\$18.35	\$38,166.40			
					09	\$18.87	\$39,246.87			

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INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
32	New Hire	House of Corrections	Graphic Designer-	06P	01	\$18.36	\$38,198.19	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$19.01	\$39,545.80			
					03	\$19.66	\$40,894.73			
					04	\$20.31	\$42,242.78			
					05	\$20.96	\$43,590.61			
					06	\$21.61	\$44,938.88			
					07	\$22.25	\$46,286.93			
					08	\$22.90	\$47,635.64			
					09	\$23.55	\$48,983.47			
33	New Hire	House of Corrections	Clerical Asst 1 NM	03Z1	01	\$14.91	\$31,008.11	3	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.23	\$31,685.34			
					03	\$15.75	\$32,765.15			
					04	\$16.27	\$33,845.62			
					05	\$16.79	\$34,926.09			
					06	\$17.31	\$36,006.12			
					07	\$17.83	\$37,086.81			
					08	\$18.35	\$38,166.40			
					09	\$18.87	\$39,246.87			
34	Rehire	House of Corrections	Laundry Cloth Prod Asst Sup	13	01	\$17.94	\$37,310.02	2	2/24/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$18.50	\$38,486.96			
					03	\$19.07	\$39,661.04			
					04	\$19.61	\$40,783.90			
					05	\$20.13	\$41,867.46			
35	New Hire	House of Corrections	Clerical Spec HOC	05P	01	\$16.93	\$35,215.09	4	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$17.53	\$36,457.83			
					03	\$18.13	\$37,701.23			
					04	\$18.72	\$38,943.75			
					05	\$19.32	\$40,187.15			
					06	\$19.92	\$41,429.45			
					07	\$20.52	\$42,671.97			
					08	\$21.11	\$43,915.37			
					09	\$21.71	\$45,157.67			
36	New Hire	House of Corrections	Clerical Spec HOC	05P	01	\$16.93	\$35,215.09	4	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$17.53	\$36,457.83			
					03	\$18.13	\$37,701.23			
					04	\$18.72	\$38,943.75			
					05	\$19.32	\$40,187.15			
					06	\$19.92	\$41,429.45			
					07	\$20.52	\$42,671.97			
					08	\$21.11	\$43,915.37			
					09	\$21.71	\$45,157.67			
37	New Hire	Human Resources	Assistant Employment	06PM	01	\$18.01	\$37,453.08	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$18.64	\$38,774.63			
					03	\$19.28	\$40,096.85			
					04	\$19.91	\$41,418.41			
					05	\$20.55	\$42,740.41			
					06	\$21.18	\$44,061.96			
					07	\$21.82	\$45,384.40			
					08	\$22.45	\$46,706.18			
					09	\$23.09	\$48,027.52			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

^Bold/Shaded boarder denotes rates of incumbents

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
38	New Hire	Office of Emergency Management	Coordinator Radio Services-	23M	01	\$24.19	\$50,322.91	2	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$24.98	\$51,961.50			
					03	\$25.80	\$53,671.18			
					04	\$26.78	\$55,704.51			
					05	\$27.76	\$57,738.95			
39	New Hire	Office of Emergency Management	Paramedic And Trainer Hrly	16	01	\$19.61	\$40,783.90	2	2/24/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.13	\$41,867.46			
					03	\$20.74	\$43,148.40			
					04	\$21.33	\$44,367.96			
					05	\$21.95	\$45,652.64			
40	Rehire	Parks	Adm Asst	06P	01	\$18.36	\$38,198.19	2	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$19.01	\$39,545.80			
					03	\$19.66	\$40,894.73			
					04	\$20.31	\$42,242.78			
					05	\$20.96	\$43,590.61			
					06	\$21.61	\$44,938.88			
					07	\$22.25	\$46,286.93			
					08	\$22.90	\$47,635.64			
					09	\$23.55	\$48,983.47			
41	New Hire	Parks	Park Unit Coord 1 Conc	22M	01	\$23.25	\$48,349.85	2	3/30/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$24.19	\$50,322.91			
					03	\$24.98	\$51,961.50			
					04	\$25.80	\$53,671.18			
					05	\$26.78	\$55,704.51			
42	New Hire	Parks	Food Service Operator	9	01	\$16.09	\$33,476.49	5	2/24/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.50	\$34,315.87			
					03	\$16.93	\$35,212.88			
					04	\$17.40	\$36,194.00			
					05	\$18.07	\$37,590.84			
43	New Hire	Register of Deeds	Clerk Records-	03P	01	\$14.71	\$30,605.09	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.23	\$31,685.34			
					03	\$15.75	\$32,765.15			
					04	\$16.27	\$33,845.62			
					05	\$16.79	\$34,926.09			
					06	\$17.31	\$36,006.12			
					07	\$17.83	\$37,086.81			
					08	\$18.35	\$38,166.40			
					09	\$18.87	\$39,246.87			
44	New Hire	Register of Deeds	Analyst Real Property ROD	06P	01	\$18.36	\$38,198.19	4	3/23/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$19.01	\$39,545.80			
					03	\$19.66	\$40,894.73			
					04	\$20.31	\$42,242.78			
					05	\$20.96	\$43,590.61			
					06	\$21.61	\$44,938.88			
					07	\$22.25	\$46,286.93			
					08	\$22.90	\$47,635.64			
					09	\$23.55	\$48,983.47			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

May 2020

^Bold/Shaded boarder denotes rates of incumbents

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
45	Rehire	Sheriffs	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868.08	3	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			
46	Rehire	Sheriffs	Public Safety Officer	07Z1	01	\$15.87	\$33,009.60	2	3/9/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.90	\$33,080.32			
					03	\$16.41	\$34,139.66			
					04	\$16.80	\$34,953.57			
					05	\$17.23	\$35,829.46			
					06	\$17.66	\$36,728.64			
47	New Hire	Zoo	Grounds Worker	7	01	\$15.62	\$32,491.83	2	2/10/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.09	\$33,476.49			
					03	\$16.50	\$34,315.87			
					04	\$16.93	\$35,212.88			
					05	\$17.40	\$36,194.00			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
May 2020**

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

**Dual Employments
Personnel Committee Meeting
May 2020**

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

**Emergency Appointment Report
Personnel Committee Meeting
May 2020**

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
May 2020**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DA	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT
MCDOT	5160	Beasley	Kevin	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5140	Berghuis	Jacob	32620	Highway Mtce Wkr 2	F	A	80	12/16/2019	TA
MCDOT	5120	Davis	Leprez	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5160	Monroe	Mark	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5140	Stollenwerk	Jonathan	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5160	Wagner	Kory	32620	Highway Mtce Wkr 2	F	A	80	12/2/2019	TA
MCDOT	5140	Weston	Maurice	32620	Highway Mtce Wkr 2	F	A	80	12/2/2019	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
May 2020**

<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>
Courts	Carmichael	Kimberely	Sr. Assistant Clerical	4P	5P	Specialist Clerical Cts	3/2/2020		5/31/2020	Incumbent in TAHC
Courts	Gartman	Paris	Specialist Clerical Cts	5P	25K	Deputy Court Clerk	3/2/2020		5/31/2020	Vacant Position
DOT	Kent	Kevin	Asst Highway Maintenance Manager	33M	38M	Superintendent of Highways	3/9/2020		6/7/2020	Vacant Position
IMSD	Slicker	Derek	Lead Analyst IT End User	24D	35M	IT Manager - Service Desk	12/16/2019	3/24/2020	6/16/2020	Vacant Position
Sheriff	Lester	Brandy	Deputy Sheriff Sgt	22B	34M	Deputy Sheriff LT	12/22/2020	3/21/2020	6/18/2020	Incumbent in TAHC
Sheriff	Franke	Jeremy	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt	12/22/2020	3/21/2020	6/18/2020	Vacant Position
Sheriff	Carlson	Tricia	Deputy Sheriff LT	34M	916E	Sheriff's Office Captain	12/22/2019	3/21/2020	6/18/2020	Vacant Position
Zoo	Newell	Joseph	Hertiage Farm Attendant	09Z1	15	Zookeeper	3/26/2020		6/26/2020	Vacant Position
Airport	Sambo-Mahekya	Judah	Asst Airport Pub Safe/Sec Manager	28M	34M	Airport Pub Safety and Securities Manager	9/11/2019	2/11/2020	5/1/2020	Vacant Position
DOT	Brecht	James	Mechanic Fleet	22	25	Lead Mechanic	1/1/2020	4/1/2020	6/24/2020	Vacant Position
Parks	Radakovich	Ramsey	Manager Operations	33M	902E	Director Ops Field Parks	2/19/2020		6/17/2020	Vacant Position
Parks	Cervantes	Miguel	Office Asst 3	26M	12	Organized Sports Coorindator	3/17/2020		6/17/2020	Incumbent out on leave