

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : August 16, 2019

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Informational Report for September 2019 Personnel Committee Meeting**

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

The reports are:

- 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 August 12, 2019)

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 September 5, 2019 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
September 2019**

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	Aging	Increase within Salary Grade	Human Ser Wkr Aging NM	Human Ser Wkr Aging NM	1	16Z4	01	\$ 42,457.58	16Z4	01	\$ 42,457.58	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	2.90%
							02	\$ 42,721.12		02	\$ 42,721.12				
							03	\$ 43,928.77		03	\$ 43,928.77				
							04	\$ 45,200.69		04	\$ 45,200.69				
							05	\$ 46,950.80		05	\$ 46,950.80				
							06	\$ 48,823.84		06	\$ 48,823.84				
							07	\$ 50,816.27		07	\$ 50,816.27				
							08	\$ 52,470.70		08	\$ 52,470.70				
							09	\$ 54,197.10		09	\$ 54,197.10				
							10	\$ 56,250.27		10	\$ 56,250.27				
							11	\$ 57,303.38		11	\$ 57,303.38				
							12	\$ 58,322.58		12	\$ 58,322.58				
							2	Aging		Increase within Salary Grade	Human Ser Wkr Aging NM				
02	\$ 42,721.12	02	\$ 42,721.12												
03	\$ 43,928.77	03	\$ 43,928.77												
04	\$ 45,200.69	04	\$ 45,200.69												
05	\$ 46,950.80	05	\$ 46,950.80												
06	\$ 48,823.84	06	\$ 48,823.84												
07	\$ 50,816.27	07	\$ 50,816.27												
08	\$ 52,470.70	08	\$ 52,470.70												
09	\$ 54,197.10	09	\$ 54,197.10												
10	\$ 56,250.27	10	\$ 56,250.27												
11	\$ 57,303.38	11	\$ 57,303.38												
12	\$ 58,322.58	12	\$ 58,322.58												
3	Aging	Increase within Salary Grade	Coordinator Eldr Abuse Preven	Coordinator Eldr Abuse Preven	1	29M			01			\$ 60,193.95	29M	01	\$ 60,193.95
							02	\$ 63,059.36	02	\$ 63,059.36					
							03	\$ 65,863.62	03	\$ 65,863.62					
							04	\$ 69,036.45	04	\$ 69,036.45					
							05	\$ 72,142.72	05	\$ 72,142.72					
							06	\$ 75,248.99	06	\$ 75,248.99					
4	Aging	Increase within Salary Grade	Paralegal NM	Paralegal NM	1	19Z2	01	\$ 46,161.86	19Z2	01	\$ 46,161.86	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	7.09%
							02	\$ 47,304.82		02	\$ 47,304.82				
							03	\$ 49,433.28		03	\$ 49,433.28				
							04	\$ 51,657.22		04	\$ 51,657.22				
							05	\$ 53,982.24		05	\$ 53,982.24				
							06	\$ 56,250.27		06	\$ 56,250.27				
5	Sheriff	Reclassification	Clerical Asst 2 NR	Admin Asst	1	04PM	01	\$ 31,729.57	06P	01	\$ 37,819.81	Classified	Reclassing position to align salary with job duties and responsibilities.	8/26/19	5.31%
							02	\$ 32,849.44		02	\$ 39,154.13				
							03	\$ 33,969.10		03	\$ 40,489.90				
							04	\$ 35,088.98		04	\$ 41,824.64				
							05	\$ 36,208.85		05	\$ 43,158.96				
							06	\$ 37,328.72		06	\$ 44,493.90				
							07	\$ 38,448.38		07	\$ 45,828.85				
							08	\$ 39,567.84		08	\$ 47,164.00				
							09	\$ 40,688.34		09	\$ 48,498.53				
							10	\$ 41,808.84		10	\$ 49,833.06				
6	DTPW- Fleet Management	Reclassification	Ironworker - DPW	Welders/Mechanics	1	19	01	\$ 43,928.67	22	01	\$ 48,823.74	Classified	Reclassing position to align salary with job duties and responsibilities and address equity.	7/29/19	3.26%
							02	\$ 45,200.64		02	\$ 50,816.40				
							03	\$ 46,950.88		03	\$ 52,470.99				
							04	\$ 48,823.74		04	\$ 54,197.31				
							05	\$ 50,816.40		05	\$ 56,250.29				

**Personnel Committee Meeting
Compensation Report
September 2019**

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						
7	DTPW- Fleet Management	Reclassification	Ironworker - DPW	Welders/Mechanics	1	19	01	\$ 43,928.67	22	01	\$ 48,823.74	Classified	Reclassing position to align salary with job duties and responsibilities and address equity.	7/29/19	7.47%
							02	\$ 45,200.64		02	\$ 50,816.40				
							03	\$ 46,950.88		03	\$ 52,470.90				
							04	\$ 48,823.74		04	\$ 54,197.31				
							05	\$ 50,816.40		05	\$ 56,250.29				
8	County Clerk	Increase within Salary Grade	Admin Sec-Graphic Designer	Admin Sec-Graphic Designer	1	23M	01	\$ 49,824.66	23M	01	\$ 49,824.66	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	3.65%
							02	\$ 51,447.03		02	\$ 51,447.03				
							03	\$ 53,139.78		03	\$ 53,139.78				
							04	\$ 55,152.98		04	\$ 55,152.98				
							05	\$ 57,167.27		05	\$ 57,167.27				
9	DHHS Health & Human Services	Reclassification	Unit Supervisor	Program Coordinator	1	26M	01	\$ 54,902.04	29M	01	\$60,194.07	Classified	Reclassing position to align salary with job duties and responsibilities. Recognition of additional duties including increased supervision.	8/26/19	4.45%
							02	\$ 56,847.70		02	\$63,059.11				
							03	\$ 59,421.14		03	\$65,863.60				
							04	\$ 60,194.07		04	\$69,036.42				
							05	\$ 63,059.11		05	\$72,142.78				
10	Office of Emergency Management	Reclassification	EMS Communicator Hrly	Command Duty Officer Hrly	3	16Z	01	\$ 36,940.61	17H	01	\$ 43,748.99	Classified	Reclassing position to align salary with job duties and responsibilities.	7/29/19	11.41%
							02	\$ 38,105.91		02	\$ 45,020.08				
							03	\$ 39,268.36		03	\$ 46,769.67				
							04	\$ 40,380.10		04	\$ 48,643.85				
							05	\$ 41,452.93		05	\$ 50,636.50				
							06	\$ 42,721.19							
							07	\$ 43,928.67							
							08	\$ 45,200.64							
							09	\$ 46,950.88							
11	Office of Emergency Management	Reclassification	EMS Communicator Hrly	Command Duty Officer Hrly	3	16Z	01	\$ 36,940.61	17H	01	\$ 43,748.99	Classified	Reclassing position to align salary with job duties and responsibilities.	7/29/19	8.34%
							02	\$ 38,105.91		02	\$ 45,020.08				
							03	\$ 39,268.36		03	\$ 46,769.67				
							04	\$ 40,380.10		04	\$ 48,643.85				
							05	\$ 41,452.93		05	\$ 50,636.50				
							06	\$ 42,721.19							
							07	\$ 43,928.67							
							08	\$ 45,200.64							
							09	\$ 46,950.88							
12	Office of Emergency Management	Reclassification	EMS Communicator Hrly	Command Duty Officer Hrly	3	16Z	01	\$ 36,940.61	17H	01	\$ 43,748.99	Classified	Reclassing position to align salary with job duties and responsibilities.	7/29/19	5.54%
							02	\$ 38,105.91		02	\$ 45,020.08				
							03	\$ 39,268.36		03	\$ 46,769.67				
							04	\$ 40,380.10		04	\$ 48,643.85				
							05	\$ 41,452.93		05	\$ 50,636.50				
							06	\$ 42,721.19							
							07	\$ 43,928.67							
							08	\$ 45,200.64							
							09	\$ 46,950.88							
13	Office of Emergency Management	Reclassification	EMS Communicator Hrly	Command Duty Officer Hrly	1	16Z	01	\$ 36,940.61	17H	01	\$ 43,748.99	Classified	Reclassing position to align salary with job duties and responsibilities.	7/29/19	2.48%
							02	\$ 38,105.91		02	\$ 45,020.08				
							03	\$ 39,268.36		03	\$ 46,769.67				
							04	\$ 40,380.10		04	\$ 48,643.85				
							05	\$ 41,452.93		05	\$ 50,636.50				
							06	\$ 42,721.19							
							07	\$ 43,928.67							
							08	\$ 45,200.64							
							09	\$ 46,950.88							

**Personnel Committee Meeting
Compensation Report
September 2019**

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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
14	DHHS Health & Human Services	Reclassification	Specialist Disabilities Ben	Disability Services Coordinator - Benefits/Eligibility	1	20	01	\$ 45,200.64	26M	01	\$ 54,902.04	Classified	Reclassing position to align salary with job duties and responsibilities. Incorporated supervisory duties along with higher level responsibilities.	8/26/19	16.94%
							02	\$ 46,950.88		02	\$ 56,847.70				
							03	\$ 48,823.74		03	\$ 59,421.14				
							04	\$ 50,816.40		04	\$ 60,194.07				
							05	\$ 52,470.90		05	\$ 63,059.11				
15	DHHS Health & Human Services	Reclassification	Human Ser Wkr BI SP NM	Quality Assurance Specialist - Childrens Serv	1	16Z4	01	\$ 42,457.71	16Z5	01	\$ 45,854.92	Classified	Reclassing position to align salary with actual job duties and responsibilities.	8/26/19	11.14%
							02	\$ 42,721.19		02	\$ 46,950.88				
							03	\$ 43,928.67		03	\$ 48,823.74				
							04	\$ 45,200.64		04	\$ 50,816.40				
							05	\$ 46,950.88		05	\$ 52,470.90				
							06	\$ 48,823.74		06	\$ 54,197.31				
							07	\$ 50,816.40		07	\$ 56,250.29				
							08	\$ 52,470.90		08	\$ 57,303.45				
							09	\$ 54,197.31		09	\$ 58,322.51				
							10	\$ 56,250.29							
							11	\$ 57,303.45							
							12	\$ 58,322.51							

September 2019 Monthly Transaction Fiscal Effect Form

Item #	Department	Old Title	New Title	Salary	Salary	Salary	2019	Effective Date	Funding Source
				Old	New	Variance	Variance		
1	3270-County Clerk	Admin Sec Graphic Designer	Admin Sec Graphic Designer	\$ 55,153	\$ 57,167	\$ 2,014	\$ 706	8/26/2019	PY DOSAA
2	4000-Sheriff	Clerical Asst 2	Adm Asst	\$ 38,448	\$ 40,489	\$ 2,041	\$ 716	8/26/2019	PY DOSAA
3	5300-Fleet Services	Ironworker DPW-	Welder/Mechanic	\$ 48,824	\$ 52,471	\$ 3,647	\$ 1,279	7/29/2019	Non-DOSAA
4	5300-Fleet Services	Ironworker DPW-	Welder/Mechanic	\$ 50,816	\$ 52,471	\$ 1,655	\$ 580	7/29/2019	Non-DOSAA
5	7900-Dept on Aging	Human Ser Wkr Aging NM	Human Ser Wkr Aging NM	\$ 42,458	\$ 43,929	\$ 1,471	\$ 516	8/26/2019	PY DOSAA
6	7900-Dept on Aging	Human Ser Wkr Aging NM	Human Ser Wkr Aging NM	\$ 43,929	\$ 45,201	\$ 1,272	\$ 446	8/26/2019	PY DOSAA
7	7900-Dept on Aging	Paralegal NM	Paralegal	\$ 46,162	\$ 49,433	\$ 3,272	\$ 1,147	8/26/2019	PY DOSAA
8	7900-Dept on Aging	Coordinator Eldr Abuse Preven	Coordinator Eldr Abuse Preven	\$ 63,059	\$ 65,864	\$ 2,804	\$ 983	8/26/2019	PY DOSAA
9	8000-DHHS	Specialist Disabilities Ben	Disability Services Coordinator- Benefits/Eligibility	\$ 46,951	\$ 54,902	\$ 7,951	\$ 2,788	8/26/2019	Non-DOSAA
10	8000-DHHS	Human Ser Wkr BI SP NM	Quality Assurance Specialist-Children's Program	\$ 43,929	\$ 48,824	\$ 4,895	\$ 1,717	8/26/2019	Non-DOSAA
11	8000-DHHS	Unit Supervisor - LTS-	Program Coordinator- Enrollment Counseling	\$ 63,059	\$ 65,864	\$ 2,804	\$ 983	8/26/2019	Non-DOSAA
12	9500-Zoo	Supervisor Custodial	Supervisor Custodial	\$ 51,447	\$ 56,848	\$ 5,401	\$ 1,894	8/26/2019	PY DOSAA

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

Director of Performance, Strategy, and Budget

Date

8/8/19

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
September 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Airport	Specialist Airport Prop	28M	01	\$ 28.57	\$ 59,421.14	2	7/1/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 28.94	\$ 60,194.06			
					03	\$ 30.32	\$ 63,059.22			
					04	\$ 31.67	\$ 65,863.52			
					05	\$ 33.19	\$ 69,036.39			
2	New Hire	Airport	Marketing Coordinator	31M	01	\$ 31.67	\$ 65,863.60	3	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 33.19	\$ 69,036.42			
					03	\$ 34.68	\$ 72,142.78			
					04	\$ 36.21	\$ 75,312.97			
					05	\$ 37.71	\$ 78,426.99			
3	New Hire	Airport	Marketing Coordinator	31M	01	\$ 31.67	\$ 65,863.60	4	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 33.19	\$ 69,036.42			
					03	\$ 34.68	\$ 72,142.78			
					04	\$ 36.21	\$ 75,312.97			
					05	\$ 37.71	\$ 78,426.99			
4	New Hire	Airport	Supervisor Accounting	31M	01	\$ 31.67	\$ 65,863.60	2	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 33.19	\$ 69,036.42			
					03	\$ 34.68	\$ 72,142.78			
					04	\$ 36.21	\$ 75,312.97			
					05	\$ 37.71	\$ 78,426.99			
5	Rehire	Airport	Airport Ops Coordinator	22	01	\$ 23.47	\$ 48,823.74	2	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 24.43	\$ 50,816.40			
					03	\$ 25.23	\$ 52,470.90			
					04	\$ 26.06	\$ 54,197.31			
					05	\$ 27.04	\$ 56,250.29			
6	New Hire	DAS - Fiscal Affairs	Manager Financial CBO	35M	01	\$ 37.71	\$ 78,426.77	2	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 39.52	\$ 82,204.64			
					03	\$ 41.34	\$ 85,983.82			
					04	\$ 43.13	\$ 89,702.01			
					05	\$ 44.94	\$ 93,483.16			
7	New Hire	DAS - Fiscal Affairs	Manager Financial CBO-	35M	02	\$ 39.52	\$ 82,204.64	3	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					03	\$ 41.34	\$ 85,983.82			
					04	\$ 43.13	\$ 89,702.01			
					05	\$ 44.94	\$ 93,483.16			
					01	\$ 37.71	\$ 78,426.77			
8	Rehire	DAS - Fiscal Affairs	Analyst Budget and Mgmt	26M	01	\$ 26.40	\$ 54,902.04	2	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 27.33	\$ 56,847.70			
					03	\$ 28.57	\$ 59,421.14			
					04	\$ 28.94	\$ 60,194.07			
					05	\$ 30.32	\$ 63,059.11			
9	New Hire	DAS - Fiscal Affairs	Analyst Budget and Mgmt	26M	01	\$ 26.40	\$ 54,902.04	5	7/1/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 27.33	\$ 56,847.70			
					03	\$ 28.57	\$ 59,421.14			
					04	\$ 28.94	\$ 60,194.07			
					05	\$ 30.32	\$ 63,059.11			
10	New Hire	DAS - Fiscal Affairs	Sr Space Planner	24D	01	\$ 28.76	\$ 59,828.81	5	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 29.48	\$ 61,323.52			
					03	\$ 30.37	\$ 63,163.60			
					04	\$ 31.43	\$ 65,375.72			
					05	\$ 32.69	\$ 67,990.47			
					06	\$ 34.32	\$ 71,389.31			
					07	\$ 36.38	\$ 75,672.55			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
September 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
11	New Hire	DAS - Fiscal Affairs	Engineer NM	32Z1	01	\$ 28.05	\$ 58,340.61	16	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 28.49	\$ 59,264.99			
					03	\$ 29.45	\$ 61,252.93			
					04	\$ 30.40	\$ 63,241.29			
					05	\$ 31.36	\$ 65,229.23			
					06	\$ 32.30	\$ 67,193.62			
					07	\$ 33.26	\$ 69,181.98			
					08	\$ 34.22	\$ 71,169.71			
					09	\$ 35.16	\$ 73,134.52			
					10	\$ 36.12	\$ 75,122.46			
					11	\$ 37.07	\$ 77,110.61			
					12	\$ 38.03	\$ 79,098.55			
					13	\$ 38.97	\$ 81,063.37			
					14	\$ 39.93	\$ 83,051.09			
					15	\$ 40.88	\$ 85,039.24			
					16	\$ 41.90	\$ 87,160.84			
					17	\$ 42.17	\$ 87,713.73			
12	New Hire	DAS - Fiscal Affairs	Manager Energy Program	32M	01	\$ 33.19	\$ 69,036.42	4	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 34.68	\$ 72,142.78			
					03	\$ 36.21	\$ 75,312.97			
					04	\$ 37.71	\$ 78,426.77			
					05	\$ 39.52	\$ 82,204.64			
13	Rehire	DAS - IMSD	Analyst Appls System IT I	21D	01	\$ 24.15	\$ 50,233.64	2	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 24.75	\$ 51,488.78			
					03	\$ 25.50	\$ 53,034.86			
					04	\$ 26.39	\$ 54,890.02			
					05	\$ 27.45	\$ 57,086.61			
					06	\$ 28.82	\$ 59,939.20			
					07	\$ 30.55	\$ 63,536.73			
14	New Hire	DAS - IMSD	Analyst Appls System IT III	28D	01	\$ 35.11	\$ 73,039.00	5	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 36.17	\$ 75,229.25			
					03	\$ 37.43	\$ 77,862.81			
					04	\$ 38.93	\$ 80,976.82			
					05	\$ 40.88	\$ 85,025.52			
					06	\$ 43.33	\$ 90,127.16			
15	New Hire	DAS - IMSD	Business Intelligence Analyst	27MN	01	\$ 29.85	\$ 62,097.76	8	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 30.87	\$ 64,203.21			
					03	\$ 31.88	\$ 66,309.31			
					04	\$ 31.93	\$ 66,420.57			
					05	\$ 32.92	\$ 68,463.94			
					06	\$ 33.90	\$ 70,507.74			
					07	\$ 34.88	\$ 72,551.11			
					08	\$ 35.86	\$ 74,594.69			
					09	\$ 37.37	\$ 77,734.28			

Appointments at an Advanced Step of the Pay Range										
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								^Bold/Shaded boarder denotes rates of incumbents		
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16	New Hire	Dept. of Aging	Human Ser Wkr Aging NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	7/1/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
17	New Hire	Dept. of Aging	Human Ser Wkr Aging NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
18	New Hire	Dept. of Aging	Adm Asst Resource Cntr	06PM	01	\$ 17.83	\$ 37,082.25	3	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.46	\$ 38,390.73			
					03	\$ 19.09	\$ 39,699.85			
					04	\$ 19.72	\$ 41,008.33			
					05	\$ 20.34	\$ 42,317.23			
					06	\$ 20.97	\$ 43,625.71			
					07	\$ 21.60	\$ 44,935.05			
					08	\$ 22.23	\$ 46,243.74			
					09	\$ 22.86	\$ 47,552.00			
					10	\$ 23.49	\$ 48,860.70			
					11	\$ 24.12	\$ 50,169.40			
					12	\$ 24.75	\$ 51,478.10			
19	New Hire	Dept. of Aging	Human Ser Wkr Aging NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
September 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
20	New Hire	Dept. of Aging	Human Ser Wkr Aging NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
21	Rehire	Dept. of Aging	Serv Supp Spec	9	01	\$ 15.94	\$ 33,145.04	3	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 16.33	\$ 33,976.11			
					03	\$ 16.76	\$ 34,864.24			
					04	\$ 17.23	\$ 35,835.64			
					05	\$ 17.89	\$ 37,218.65			
22	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	4	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
23	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
24	New Hire	DHHS - Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
September 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
25	New Hire	District Attorney's Office	Intern District Attorney	01IM	01	\$ 11.96	\$ 24,880.24	3	7/1/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 12.38	\$ 25,746.79			
					03	\$ 13.07	\$ 27,176.05			
					04	\$ 13.37	\$ 27,814.18			
					05	\$ 13.73	\$ 28,548.52			
					06	\$ 14.06	\$ 29,237.65			
					07	\$ 14.39	\$ 29,926.78			
					08	\$ 14.79	\$ 30,759.91			
					09	\$ 15.29	\$ 31,807.96			
					10	\$ 15.80	\$ 32,856.65			
					11	\$ 16.30	\$ 33,905.56			
					12	\$ 16.80	\$ 34,954.26			
					13	\$ 17.31	\$ 36,002.95			
					14	\$ 17.81	\$ 37,051.22			
					15	\$ 18.32	\$ 38,100.13			
26	New Hire	Human Resources	Mgmt Asst - Human Res	06PM	01	\$ 17.83	\$ 37,082.25	3	8/5/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.46	\$ 38,390.73			
					03	\$ 19.09	\$ 39,699.85			
					04	\$ 19.72	\$ 41,008.33			
					05	\$ 20.34	\$ 42,317.23			
					06	\$ 20.97	\$ 43,625.71			
					07	\$ 21.60	\$ 44,935.05			
					08	\$ 22.23	\$ 46,243.74			
					09	\$ 22.86	\$ 47,552.00			
					10	\$ 23.49	\$ 48,860.69			
27	New Hire	Office of Emergency Management	Dispatcher	16Z	01	\$ 17.76	\$ 36,940.61	3	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.32	\$ 38,105.91			
					03	\$ 18.88	\$ 39,268.36			
					04	\$ 19.41	\$ 40,380.10			
					05	\$ 19.93	\$ 41,452.93			
					06	\$ 20.54	\$ 42,721.19			
					07	\$ 21.12	\$ 43,928.67			
					08	\$ 21.73	\$ 45,200.64			
					09	\$ 22.57	\$ 46,950.88			
					10	\$ 23.49	\$ 48,860.69			
28	New Hire	Office of Emergency Management	EMS Communicator Hrlly	16Z	01	\$ 17.76	\$ 36,940.61	4	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.32	\$ 38,105.91			
					03	\$ 18.88	\$ 39,268.36			
					04	\$ 19.41	\$ 40,380.10			
					05	\$ 19.93	\$ 41,452.93			
					06	\$ 20.54	\$ 42,721.19			
					07	\$ 21.12	\$ 43,928.67			
					08	\$ 21.73	\$ 45,200.64			
					09	\$ 22.57	\$ 46,950.88			
					10	\$ 23.49	\$ 48,860.69			
29	Rehire	Office of Emergency Management	Dispatcher	16Z	01	\$ 17.76	\$ 36,940.61	5	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.32	\$ 38,105.91			
					03	\$ 18.88	\$ 39,268.36			
					04	\$ 19.41	\$ 40,380.10			
					05	\$ 19.93	\$ 41,452.93			
					06	\$ 20.54	\$ 42,721.19			
					07	\$ 21.12	\$ 43,928.67			
					08	\$ 21.73	\$ 45,200.64			
					09	\$ 22.57	\$ 46,950.88			
					10	\$ 23.49	\$ 48,860.69			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
September 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
30	New Hire	Office of Emergency Management	Instructor EMS	27N	01	\$ 34.04	\$ 70,797.11	3	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 35.65	\$ 74,150.82			
					03	\$ 37.26	\$ 77,503.89			
					04	\$ 38.87	\$ 80,856.96			
					05	\$ 39.65	\$ 82,474.04			
					06	\$ 40.35	\$ 83,920.38			
31	New Hire	Office of Emergency Management	Coordinator Analytics OEM	31M	01	\$ 31.67	\$ 65,863.60	4	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 33.19	\$ 69,036.42			
					03	\$ 34.68	\$ 72,142.78			
					04	\$ 36.21	\$ 75,312.97			
					05	\$ 37.71	\$ 78,426.99			
					06	\$ 39.21	\$ 81,541.01			
32	New Hire	Office of Emergency Management	EMS Supervisor Hrly	25M	01	\$ 25.46	\$ 52,955.51	3	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 26.40	\$ 54,902.04			
					03	\$ 27.33	\$ 56,847.70			
					04	\$ 28.57	\$ 59,421.14			
					05	\$ 28.94	\$ 60,194.07			
					06	\$ 29.31	\$ 60,967.00			
33	New Hire	Office of the Comptroller	Sr Accountant	28M	01	\$ 28.57	\$ 59,421.14	4	7/29/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 28.94	\$ 60,194.06			
					03	\$ 30.32	\$ 63,059.22			
					04	\$ 31.67	\$ 65,863.52			
					05	\$ 33.19	\$ 69,036.39			
					06	\$ 34.68	\$ 72,142.78			
34	New Hire	Parks	Graphic Designer-	06P	01	\$ 18.18	\$ 37,819.99	2	7/15/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.82	\$ 39,154.26			
					03	\$ 19.47	\$ 40,489.83			
					04	\$ 20.11	\$ 41,824.54			
					05	\$ 20.75	\$ 43,159.02			
					06	\$ 21.39	\$ 44,493.94			
					07	\$ 22.03	\$ 45,828.64			
					08	\$ 22.68	\$ 47,164.00			
					09	\$ 23.32	\$ 48,498.48			
					10	\$ 23.96	\$ 49,832.96			
35	New Hire	Parks	Natural Res Spec Parks	29B	01	\$ 30.40	\$ 63,241.29	2	8/12/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 31.85	\$ 66,246.86			
					03	\$ 33.26	\$ 69,181.17			
					04	\$ 34.87	\$ 72,519.21			
					05	\$ 36.44	\$ 75,785.11			
					06	\$ 38.01	\$ 79,051.01			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
September 5, 2019**

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

**Dual Employments
Personnel Committee Meeting
September 5, 2019**

Organizational Unit	Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
September 5, 2019**

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
September 5, 2019**

Requestor	Dept	Last Name	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
September 5, 2019**

<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>
Child Support	Carter	Destiny	Clerical Assistant I	03Z1	04Z1	Clerical Assistant II	6/17/2019		9/14/2019	Vacant position
Courts	Allen	Deja	Sr Assistant Clerical	04P	05P	Specialist Clerical Cts	7/15/2019		10/13/2019	Vacant position
Courts	Bishop	Sheryl	Accountant	25M	31M	Accounting Supervisor	6/17/2019		9/15/2019	Vacant position
Courts	Fowler	Vanessa	Clerk Court Services	12	24M	Supervisor Operations Ct	4/22/2019	10/20/2019		Vacant position
DHHS	Cortez	Samantha	Human Service Worker	16Z4	26M	Disabilities Services Coordinator	7/22/2019		10/23/2019	Vacant position
District Attorney	Salas-Sanchez	Minerva	Paralegal	19Z2	07Z2	Senior Executive Assistant	7/8/2019		10/7/2019	Vacant position
HOC	Sharifian	Elizabeth	Lieutenant	23C	915E	Correction Manager	1/27/2019	7/30/2019		Vacant position
HOC	Turowski	Noreen	Clerical Assistant I	03Z1	04Z1	Fiscal Assistant II	6/4/2019		9/3/2019	Vacant position
MCDOT	Vetter	Jamie	Lead Mechanic	25	28M	Fleet Supervisor	7/2/2019		9/30/2019	Vacant position
MCSO	Bilda	Andrew	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019	10/10/2019		Incumbent on TAHC
MCSO	Lester	Brandy	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019	10/10/2019		Incumbent on TAHC
MCSO	Murray	Derick	Correction Officer	14Z1	23CM	Correction Officer Lt.	4/28/2019	10/4/2019		Incumbent on leave
MCSO	Parr	Steven	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019	10/10/2019		Vacant position
MCSO	Pawlak	Mark	Deputy Sheriff Lt.	22B	34M	Deputy Sheriff Sgt.	4/14/2019	10/10/2019		Incumbent retired
MCSO	Smoot	Brent	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	4/14/2019	10/10/2019		Vacant position
MCSO	Stowers	Charles	Deputy Sheriff Lt.	22B	34M	Deputy Sheriff Sgt.	4/14/2019	10/10/2019		Incumbent on leave
Parks	Crantz	Jason	Park Worker 3 Seasonal	5108	13Z3	Park Maintenance Worker	6/6/2019		9/16/2019	Vacant position
Parks	Galewski	Steven	Park Maintenance Worker 2 IC	18Z	22M	Unit Coordinator 1 Golf	7/1/2019		9/29/2019	Vacant position
Parks	Pisarski	Todd	Safety & Security Coordinator	26	32M	Safety, Security & Training Manager	4/5/2019	10/7/2019		Incumbent out on leave
Zoo	Doty	Justine	Zoo Worker 3 Seasonal	5115	15	Zookeeper	7/29/2019		11/2/2019	Vacant position
Zoo	Gillis	Cheyenne	Group Sales Specialist	17	20	Asst. Group Sales Coordinator	7/23/2019		11/23/2019	Vacant position
Zoo	Medina	Manuel	Zoo Worker 3	5115	17	Group Sales Specialist	5/5/2019	11/6/2019		Incumbent TAHC'ed