COUNTY OF MILWAUKEE Department of Human Resources

INTER-OFFICE COMMUNICATION

DATE : July 1, 2016

To : Committee on Personnel

FROM: Mike Blickhahn, Director Compensation/HRIS

SUBJECT: Informational Report for July 2016

Personnel Committee Meeting

Attached are a series of informational reports listing various personnel transactions that the Chief Human Resources Officer intends to approve for implementation.

The reports are:

- Reclassifications
- Advancements within the pay range
- Reallocations
- 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 June 24, 2016)

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 July 15, 2016 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

		ORDINANCE TYPE	CURRENT	RECOMMENDED			CURRENT	RECOM	MENDED			
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
1140/1148	Human Resources	Performance	Wellness Coordinator 00004896000001	N/A	1	29M (1 \$ 57,278.21 2 \$ 60,004.46 3 \$ 62,673.10 4 \$ 65,692.22 5 \$ 68,648.11	29M 04	\$ 57,278.21 \$ 60,004.46 \$ 62,673.10 \$ 65,692.22 \$ 68,648.11	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	4.44
1140/1149	Human Resources	Performance	Retirement Analyst 00000110000001	N/A	1	21M (1 \$ 43,804.38 2 \$ 45,552.21 3 \$ 47,411.10 4 \$ 48,954.88 5 \$ 50,565.63	02 03	\$ 43,804.38 \$ 45,552.21 \$ 47,411.10 \$ 48,954.88 \$ 50,565.63	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	3.99
1140/1149	Human Resources	Performance	Sr Pension Analyst 00005662000001	N/A	1	32M (1 \$ 65,692.22 2 \$ 68,648.11 3 \$ 71,664.74 4 \$ 74,627.70 5 \$ 78,222.56	32M 04	\$ 65,692.22 \$ 68,648.11 \$ 71,664.74 \$ 74,627.70 \$ 78,222.56	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	4.49
1140/1149	Human Resources	Performance	Sr Financial Retirment Analyst 00004701000001	N/A	1	32M (1 \$ 65,692.22 2 \$ 68,648.11 3 \$ 71,664.74 4 \$ 74,627.70 5 \$ 78,222.56	32M 04	\$ 65,692.22 \$ 68,648.11 \$ 71,664.74 \$ 74,627.70 \$ 78,222.56	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	4.81
3090/3090	Treasury	Performance	Adminstrative Assistant 0000001000001	N/A	1	06PM (1 \$ 35,285.95 2 \$ 36,531.04 3 \$ 37,776.75 4 \$ 39,021.84 5 \$ 40,267.34 6 \$ 41,512.43 7 \$ 42,758.35 8 \$ 44,003.65 9 \$ 45,248.53		\$ 35,285.95 \$ 36,531.04 \$ 37,776.75 \$ 39,021.84 \$ 40,267.34 \$ 41,512.43 \$ 42,758.35 \$ 44,003.65 \$ 45,248.53	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	3.09%
3090/3090	Treasury	Performance	Assistant Accountant Treasury 00004221000003	N/A	1	(1 \$ 36,260.02 2 \$ 37,366.16 3 \$ 38,424.05 4 \$ 39,444.91 5 \$ 40,651.73	02 03 04	\$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	3.05%

		ORDINANCE TYPE	CURRENT	RECOMMENDED		CL	JRRENT	RE	COMM	IENDED			
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RA	NGE	ANNUAL PAY RATE	INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
3090/3090	Treasury	Performance	Assistant Accountant Treasury 00004221000001	N/A	1	01 02 03 04 14 05	\$ 37,366.16 \$ 38,424.05 \$ 39,444.91		02 03 04	\$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	07/03/2016	3.05%
3090/3090	Treasury	Performance	Accountant Treasury 00004223000001	N/A	1	01 02 03 04 21 05	\$ 46,458.67 \$ 48,354.80 \$ 49,929.15		02 03 04	\$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	3.25%
3090/3090	Treasury	Performance	Accounting Treasury Manager 00004219000001	N/A	1	01 02 03 04 34M 05	\$ 74,627.70 \$ 78,222.56 \$ 81,818.67		02 03 04	\$ 71,664.74 \$ 74,627.70 \$ 78,222.56 \$ 81,818.67 \$ 85,356.75	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	4.32%
3090/3090	Treasury	Reclassification	Sr Accountant Treasury- 00004224000001	Supervisor Accounting 00004431	1	01 02 03 04 25M	\$ 52,242.53 \$ 54,093.94 \$ 56,542.72		02 03 04	\$ 62,673.10 \$ 65,692.22 \$ 68,648.11 \$ 71,664.74 \$ 74,627.90	Immediate Recruitment Need Internal Equity X Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	07/03/2016	10.84%
3700/3741	Comptroller	Reclassification	Associate Auditor 0000453100001	Auditor 00004511	1	01 02 03 04 21M	\$ 45,552.21 \$ 47,411.10 \$ 48,954.88		02 03 04	\$ 52,242.53 \$ 54,093.94 \$ 56,542.72 \$ 57,278.21 \$ 60,004.46	Immediate Recruitment Need Internal Equity X Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	07/03/2016	19.26%

		ORDINANCE TYPE	CURRENT	RECOMMENDED		C	URRENT	RECC	MMENDED			
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANG	E ANNUAL PAY RATE	INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
3700/3741	Comptroller	Reclassification	Associate Auditor 0000453100002	Auditor 00004511	1	01 02 03 04 21M	\$ 45,552.21 \$ 47,411.10 \$ 48,954.88	01 02 03 04 26M 05	\$ 52,242.53 \$ 54,093.94 \$ 56,542.72 \$ 57,278.21 \$ 60,004.46	Immediate Recruitment Need Internal Equity X Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	07/03/2016	19.26%
4300/4315	нос	Reclassification	Auto and Eq Mech 00027400000001	Mechanic 00027612	1	01 02 03 04 19	\$ 43,011.07 \$ 44,676.53 \$ 46,458.67	01 02 03 04 21 05	\$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94	Immediate Recruitment Need Internal Equity X Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	07/03/2016	3.25%
4800/4802	ОЕМ	Reclassification	Municp Emerg Serv Coord 00012721000003	Emergency Management Coordinator TBD	1	01 02 03 04 24 05	\$ 51,393.26 \$ 53,281.90 \$ 55,170.54	01 02 03 04 28M 05	\$ 56,542.72 \$ 57,278.21 \$ 60,004.46 \$ 62,673.10 \$ 65,692.22	Immediate Recruitment Need Internal Equity X Misclassification No Incumbent Red Circled Retention Other:	06/19/2016	4.03%
4900/4900	Medical Examiner	Performance	Lead Forensic Investigator 00064941000001	N/A	1	01 02 03 04 27 05	\$ 57,667.38 \$ 60,170.24 \$ 63,034.40	01 02 03 04 27 05	\$ 55,170.54 \$ 57,667.38 \$ 60,170.24 \$ 63,034.40 \$ 65,837.62	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	9.06%
8000	DHHS	Performance	Human Service Worker 00056300000100	N/A	1	16C 09 11 12 13 04 05 06 07 08 10 11 12 13 14 15 16	\$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62	01 02 03 04 05 06 07 08 16C 09 10 11 12 13 14 15 16	\$ 34,644.90 \$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62 \$ 55,497.31	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	4.66%

		ORDINANCE TYPE	CURRENT	RECOMMENDED			URRENT	RECOM	MENDED			
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
8000	DHHS	Performance	Human Service Worker 00056395000004	N/A	1	02 03 04 06 06 07 16C 08 16 11 12 13 14	\$ 34,644.90 \$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62 \$ 54,97.31	16C 09 10 11 12 13 14 15	\$ 34,644.90 \$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62 \$ 55,497.31	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention	07/03/2016	8.23%
8000	DHHS	Performance	Human Service Worker 00056395000003	N/A	1	16C OS 102 12 12 12 12 12 12 15 16 16 16 16 16 16 16 16 16 16 16 16 16	\$ 35,497.31 \$ 34,644.90 \$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62 \$ 54,527.62	01 02 03 04 05 06 07 08 16C 09 10 11 12 13 14 15 16	\$ 35,497.31 \$ 34,644.90 \$ 35,452.56 \$ 36,260.02 \$ 37,366.16 \$ 38,424.05 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07 \$ 44,676.53 \$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47 \$ 54,527.62 \$ 55,497.31	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	8.23%
9000	Parks	Reclassification	Trails Coordinator 00040260000001	N/A	1	0 0 0	\$ 33,494.5 \$ 39,444.91 \$ 40,651.73 \$ 41,800.72 \$ 43,011.07	01 02 03 04	\$ 49,500.26 \$ 51,393.26 \$ 53,281.90 \$ 55,170.54 \$ 57,667.38		07/03/2016	
9000	Parks	Performance	Park Operations Analyst 2 00040401000001	N/A	1	02 03 04	\$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47	03 04	\$ 46,458.67 \$ 48,354.80 \$ 49,929.15 \$ 51,571.94 \$ 53,525.47	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	07/03/2016	7.47%

		ORDINANCE TYPE	CURRENT	RECOMMENDED		C	URRENT	R	ECOM	MENDED				
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RA	ANGE	ANNUAL PAY RATE		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
						01			01	\$ 32,330.27		Immediate Recruitment Need		
						02			02	\$ 34,099.31		Internal Equity		
			Natural Resources Tech		_	03			03	\$ 35,151.17		Misclassification		
9000/9420	Parks	Performance	00042195000002	N/A	1	15Z 04		15Z	04	\$ 38,424.05		No Incumbent	05/08/2016	22.77%
						05			05	\$ 43,156.88		Red Circled		
						06	\$ 47,027.14		06	\$ 47,027.14		Retention		
											Х	Other: Exceptional Performance		
						01		4	01	\$ 80,527.41		Immediate Recruitment Need		
						02			02	\$ 84,554.08		Internal Equity		
						03	\$ 88,579.50		03	\$ 88,579.50		Misclassification		
			Public Affairs Servs Di			04			04	\$ 92,605.97		No Incumbent		
9500/9591	Zoo	Performance	00079750000001	N/A	1	917E 05		917E	05	\$ 96,632.64		Red Circled	06/05/2016	3.12%
			00079730000001			06	\$ 99,653.01		06	\$ 99,653.01		Retention		
						07	\$ 102,672.13		07	\$ 102,672.13	Х	Other: Exceptional Performance		
						08	\$ 104,685.36		08	\$ 104,685.36				

RECLASSIFICATION DAS FISCAL FORM
Department:
Date of Advancement Request:
Date of anticipated advancement:
TBI

9000

		Annual	Total			60,926		80.008	026,00			74 501			74,501		13.575
		2016	total		207.00	30,463		30.463	201,100			37,251		1000	37,251	004.0	6,788
		Pay Periods	Remaining		40	2		SUBTOTAL	i			13		CLIDTOTAL.	SUBTOTAL		The second second second
		Fringe	Benefits**		736	3						795					
		Social	Security		114							147				TOTAL COST:	
		Siweekiy	Salary		1,493						200	1,923					
	5	<u> </u>	Kate		18.66						20.00	24.04					
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	No of		LOSITIONS		-						,	-					
	Sten	200			6						5	;					
	Pav	Dance	200	,	16						24						
	Position	Name		Trails Coordinator						F	I rails Coordinator						
Ä	emil	Code		00040260						00000000	00040200						
-	MO.	Org	EXISTING POSITION(S)*:	9420				RECLASS POSITION(S)*	1 (2)	0420	3450						
S	5	Cuit	EXISTING	0006				RECLASS		0000	2000						
Tet.				-													

 * Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

COMMENT/NARRATIVE (optional):

Director of Performance, Strate

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

RECLASSIFICATION DAS FISCAL FORM Department:

Date of Advancement Request: Date of anticipated advancement:

5100 6/19/2016 6/19/2016

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		Annual	Total	300		50.837					50 837	100,00				69,663		00000	69,663	
		2016	total			25,418					25 418	1			100,00	34,631		24 024	100,40	
		Pay Periods	Remaining			13					SUBTOTAL				çç	2		SIBTOTAL	000 O O O	
		Fringe	Benefits**			693									77.4					
		Social	Security		000	90									135					
		Biweekly	Salary		1 173	2/1/2									1.770					
		HUÌ	Kate		14 66	3			1000						22.12					
		ŀ	LES		0					0 00 00 00					1.0					
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	Chan	deb			0										Ü,					
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	Position	Name		Constant A Land Control	Secretarial Asst Nr									Administrative Coordinator	Optimization optimization					
	Title	Code		8700004	4000000			2000						70200003						
	Low	Org	EXISTING POSITION(S)*:	5130	3						RECLASS POSITION(S)*			5130						
d	D O	Chit	EXISTING	5100							RECLASS			5100						
Hom	III			-										-						

* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

18,826

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

Director of Performance, Strategy, and Budget

COMMENT/NARRATIVE (optional):

9102-22.9

RECLASSIFICATION DAS FISCAL FORM

Date of Advancement Request: Date of anticipated advancement:

4800 6/22/2016 6/19/2016

	Annual	Total		04 544	110,40			84,511				87,376			27070	0/5/10		7000	7.864
	2016	total		AF FOR	000'01		45 500	45,506				47,048			47.049	0+0,1+		1 542	740
	Pay Periods	Remaining		14			SI IDTOTAL:	SOBIOIAL				14			SHIRTOTAL				
	Fringe	Benefits**		839								851							
	Social	Security		171								178						TOTAL COST:	-
		Salary	+	2,240							1	2,331						_	
		Rate		28.00							77.00	41.67					1		
_	2000	S LIES	-	1.0							-	2					-		
	No. of	POSITION		-							-	-							
\vdash	Step	-	20	3		1			1		03	1	-						
Day	Pange	Mailye	70	47							28m								
Position	Name		Munico Emera Sery Coord	7000							Emergency Management Coordinator								
Title	Code		00012721000003							COL	IBD								
Low	Org	EXISTING POSITION(S)*:	4802				BECLASS DOSITION/SV*.	1 CONTINUA(S) .		4000	4602								
Org	- C	EXISTING	4800				BECLAS	2000		ABOO	4000								
Item			-							-	-								

^{*} Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

While there are fund available in the 4802 account sufficient for such an advancment, it should be cautioned that there is only a net balance (as of 6/22) of roughly 33k in that org. Given the budgeted amount in the org of 2,991,542; there

9102-22.9

DATE

Director of Performance, Strategy, and Budget

RECLASSIFICATION DAS FISCAL FORM Department:
Date of Advancement Request:
Date of anticipated advancement:
TBI

4300

Γ	nal	<u>a</u>		20			15				27			7.2	Γ		-
	Annual	Total		73.097	2		73 007	5			75,027			75,027		1 020	1.50
	2016	total		36.549			36 549	200			37,513			37,513		965	200
	Pay Periods	Remaining		13			SUBTOTAL			,	2		1	SUBTOTAL:			
	г	Benefits**		789						200	130						
	Social	Security		144						148	2					TOTAL COST:	
	Biweekly	Salany		1,878						1 940						-	
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Doction	Name		Auto and En Mach							Mechanic							
Ţij	Code		0002740		Ī				0700000	219/2000							
Low	Org	EXISTING POSITION(S)*:	4315				REC! ASS BOSITIONIS'S.	1 03111014(3) .	1015	4513							
Org	Unit	EXISTING	4300				PEC! ASS	200	4200	4300							
Item		-	-						,								

* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

COMMENT/NARRATIVE (optional):

Yes

6.27.2016

Director of Performance, Strategy, and Budget

3700 6/22/2016 7/3/2016 RECLASSIFICATION DAS FISCAL FORM Department:
Date of Advancement Request:
Date of anticipated advancement:

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			Annual	Total			135,041					135,041				155.724				1	155,724		
			2016	total			129,847				40004	149,621				149,735				440 705	149,735		2000
			Pay Periods	Remaining		30	67		1		SI IDTOTAL.	1 N N N N N N N N N N N N N N N N N N N				25		1		CIDTOTAL.	SOD OTAL:		
			 	Benefits**		785	207									810							
			Social	Security		130	200								-	155							TOTAL COST.
			Biweekly	Salary		1,702	+								000	Z,UZ9							JL
			Į,	Kate		21.27									70 30	16.63							
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		0	Dange	na ide		21M									26M								
		Position	Name		Account Auditor	Associate Auditor									Auditor								
		Title	Code		1453400000	2000001004									00004511								
		Low	Org	EXISTING POSITION(S)*:							TOO LOCAL	RECLASS POSITION(S)":		11.00	3/41						W 1000 1000 100 100 100 100 100 100 100		
		Org	Chit	EXISTING	3700	2	19				000	RECLASS		2020	3700								
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* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

8

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

6.27.20ts

RECLASSIFICATION DAS FISCAL FORM Department:
Date of Advancement Request:
Date of anticipated advancement:
TBI

3090 7/3/2016

		Annual	Total			83,133		40, 40	83,133			90.646			90,646			7.514
		2016	total			41,566		74 500	41,566			45,323			45,323		1	3,757
		Pay Periods	Remaining		40	13		CI IDTOTAL.	SUDIOI AL.			13		OT INTO TAL	SUBIOIAL:			
		\vdash	Benefits**		000	000						998						
		Social	Security		168	201						186					TOTAL COST.	יועב סססויו
		Biweekly	Salany		2 196							2,435					I	
	:	È ,	Kate		27.46						0,00	30.43						
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L	Ctor	dato			8						5	1						
	Day	Pande	afilax		25M		- 62				2414			- 100 25000000000000000000000000000000000				
	Position	Name		Cr. Accountant Transact	or. Accountain Freasury						Supervisor Accounting							
	Title	Code		ACCADOOD	00001224						00004431							
	Low	Org	EXISTING POSITION(S)*:	3090	2000			* CONTROLL	RECLASS POSITION(S)":		3080							
	Org	Chit	EXISTING	3090				000 1000	RECLASS		3080			1			1	
•	Item															0.20		

* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

7,514

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

COMMENT/NARRATIVE (optional):

Yes

Director of Performance, Strategy, and Budget

6.27. 2016

Finance, Personnel & Audit Committee Meeting Compensation Report July 2016-Resubmission of June 2016 Items

	1	ORDINANCE TYPE	CURRENT	RECOMMENDED	1	С	URRENT	RE	COMMEN	NDED				
HIGH/LOW ORG	REQUESTOR		TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	NO. POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RAI	NGE AN	NNUAL PAY RATE		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	% Annual Increase
*1140/1141	Human Resources	Reclassification	Human Resources Generalist 00005730000002	Human Resources Business Partner 00076637	1	30M 05	\$ 62,673.10 \$ 65,692.22 \$ 68,648.11	(01 \$ 02 \$ 03 \$ 04 \$ 05 \$	68,648.11 71,664.74	х	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	06/19/2016	4.39%
*1140/1141	Human Resources	Reclassification	Human Resources Coordinator MHD 00006980000003	Human Resources Business Partner 00076637	1	30M 05	\$ 62,673.10 \$ 65,692.22 \$ 68,648.11	(02 \$ 03 \$ 04 \$	65,692.22 68,648.11 71,664.74 74,627.70 78,222.56	X	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	06/19/2016	4.81%
*1140/1141	Human Resources	Reclassification	Human Resources Coordinator Zoo 00005750000002	Human Resources Business Partner 00076637	1	01 02 03 04 30M 05	\$ 62,673.10 \$ 65,692.22 \$ 68,648.11	(02 \$ 03 \$ 04 \$		X	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other: Exceptional Performance	06/19/2016	4.49%
4800/4802	ОЕМ	Reclassification	Municp Emerg Serv Coord 00012721000001	Emergency Management Coordinator TBD	1	01 02 03 04 24 05	\$ 51,393.26 \$ 53,281.90 \$ 55,170.54	(02 \$ 03 \$ 04 \$	57,278.21 60,004.46	X X	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	06/19/2016	4.05%
4800/4802	OEM	Reclassification	Municp Emerg Serv Coord 00012721000002	Emergency Management Coordinator TBD	1	01 02 03 24 04 05	\$ 51,393.26 \$ 53,281.90 \$ 55,170.54	28M (01 \$ 02 \$ 03 \$ 04 \$ 05 \$	57,278.21 60,004.46 62,673.10	X X	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	06/19/2016	10.01%
*5100/5130	DOT Highay	Reclassification	Secretarial Asst Nr 00000067000004	Administrative Coordinator 00000702000003	1	01 02 03 04 04 05 06 07 08 09	\$ 31,258.03 \$ 32,323.62 \$ 33,389.20 \$ 34,454.99 \$ 35,520.37 \$ 36,585.95 \$ 37,651.12	(03 \$	47,411.10	X X	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	06/19/2016	

^{*} These positions were on the June Submission but were resubmitted.

RECLASSIFICATION DAS FISCAL FORM Department:
Date of Reclassification Request:
Date of Anticipated Reclassification:

1140 5/20/2016 6/19/2016

Dig		3	Y													
Unit	E	Org	Low	Title	Position	Pay	_	No. of		Hrly	Biweekly	Social	Fringe	Pay Periods	2016	Annual
EXISTING POSITION(S)**. Human Resources Generalist 30m 04 1 1.0 33.00 1140 1141 0000573000002 Human Resources Coordinator MHD 30m 02 1 1.0 33.00 30.13 1 1.0 31.58 1 1 1 1 1 1 1 1 1		Ē	Org	Code	Name	Range		Positions	FTEs	Rate	Salary	Security	Benefits**	Remaining	total	Total
1140 1141 0000573000002 Human Resources Generalist 30m 04 1 1.0 33.00 1140 1141 00006980000003 Human Resources Coordinator MHD 30m 02 1 1.0 30.13 RECLASS POSITION(S)*: Human Resources Coordinator Zoo 30m 03 1 1.0 31.58 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 34.45 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 31.58 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00	Щ	XISTING	POSITION(S)*:											D		
1140 1141 00006980000003 Human Resources Coordinator MHD 30m 02 1 1.0 30.13	-	1140	1141	00005730000002	Human Resources Generalist	30m	40	-	1.0	33.00	2.640	202	894	14	52 304	07 137
1140 1141 0000575000002 Human Resources Coordinator Zoo 30m 03 1 1.0 31.58 RECLASS POSITION(S)*- 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 31.08 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 31.08 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00 1140 1141	5	1140	1141	00000086900003		30m	02	,-	1.0	30.13	2,411	184	862	14	48.400	89.886
RECLASS POSITION(S)*: RECLASS POSITION(S)*: RECLASS POSITION(S)*: RECLASS POSITION(S)*: RECLASS POSITION(S)*: RECLASS POSITION RESOURCES Business Partner 32M 01 1 1.0 34.45		1140	1141	0000575000002		30m	03	-	1.0	31.58	2,527	193	878	14	50,373	93,550
RECLASS POSITION(S)*: RECLASS POSITION(S)*:										3000				SUBTOTAL:	151.077	280.572
1140 1141 00076637 Human Resources Business Partner 32M 03 1 1.0 34.45 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 31.58 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00	2	ECLASS	POSITION(S)*:													
1140 1141 00076637 Human Resources Business Partner 32M 03 1 1.0 34.45 1140 1141 00076637 Human Resources Business Partner 32M 01 1 1.0 31.58 1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00	_															
1141 00076637 Human Resources Business Partner 32M 01 1 1,0 31.58 1141 00076637 Human Resources Business Partner 32M 02 1 1,0 33.00		1140	1141	00076637	Human Resources Business Partner	32M	03	-	1.0	34.45	2,756	211	910	14	54.275	100.797
1140 1141 00076637 Human Resources Business Partner 32M 02 1 1.0 33.00	2	1140	1141	00076637	Human Resources Business Partner	32M	10	1	1.0	31.58	2,527	193	878	14	50,373	93,550
	_	1140	1141	00076637	Human Resources Business Partner	32M	02	-	1.0	33.00	2,640	202	894	14	52,304	97,137
														SUBTOTAL:	156,953	291,483
											-	TOTAL COST:			5.875	10.911

* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional);

Director of Performance, Strategy, and Budget

S. 24.2016

RECLASSIFICATION DAS FISCAL FORM Department:
Date of Reclassification Request:
Date of anticipated advancement:

Item

3010 5/20/2016 6/19/2016

Fringe Benefits** 772 TOTAL COST: Social Security 116 134 Biweekly Salary 1,752 1,517 18.96 21.90 Hrly Rate FTEs 1.0 0. No. of Positions Step 01 10 Pay Range 22M Specialist Election Support Specialist Election Support Position Name 00083501 Title TBD Org Low
Unit Org
EXISTING POSITION(S)*:
3010 RECLASS POSITION(S)*: 3010 3010

Annual Total 61,698

2016 total

Pay Periods Remaining

33,222

14

61,698

33,222

SUBTOTAL:

69,110

37,213

4

69,110 7,412

37,213

SUBTOTAL:

3,991

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

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5.23.20K

Director of Performance, Strategy, and Budget

COMMENT/NARRATIVE (optional):

^{*} Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

4800 5/20/2016 6/19/2016

RECLASSIFICATION DAS FISCAL FORM Department:
Date of Reclassification Request.
Date of Reclassification advancement:

135,445 10,730 124,715 88,789 46,656 79,585 45,129 2016 total Pay Periods Remaining SUBTOTAL: SUBTOTAL: 4 4 4 Fringe Benefits** 793 836 830 TOTAL COST: Social Security 146 166 Biweekly Salary 1,904 2,175 27.18 23.80 Hrly Rate FTES 1.0 5 5 No. of Positions Step 2 8 03 Pay Range 24 24 28M 28M Emergency Management Coordinator Emergency Management Coordinator Municp Emerg Serv Coord Municp Emerg Serv Coord Position Name 00012721000001 / 2 Title 180 180 180 Org Low Org EXISTING POSITION(S)*: RECLASS POSITION(S)*: 4802 4800 Item

Annual Total

147,801 83,812

231,613

251,541

19,928

164,893 86,648

* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

COMMENT/NARRATIVE (optional):

S

Yes

5.28.20k

Director of Performance, Strategy, and Budget

RECLASSIFICATION DAS FISCAL FORM
Department:
Date of Reclass Request:
5
Date of anticipated Reclass:
6

5/20/2016 6/19/2016

	Annual	Total		50 474	30,471			50 471			69 110			00 440	011,60	18.639	10000
	2016	total		27 17E	21,110			27.176			37.213			27.049	617,10	10.037	
	Pay Periods	Remaining		14				SUBTOTAL:			14			SHRTOTAL	2000		
	Fringe	Benefits**		691							772						
	Social	Security		88							134					TOTAL COST:	
	Biweekly	Salany		1,161							1,752						
	H	Rate		14.52							21.90						
	į	FIES		1.0							1.0						
		Positions		1							-						
,	Step		3	5						3	5						
ı	Pay	Lange		U4FM						*****	771						
aciliac O	Name		Secretarial Assistant ND	Concental Posicial IVIX						Administrative Coordinator							
Title	Code		00067							00700							
Low	Org	EXISTING POSITION(S)*:	5130					RECLASS POSITION(S)*:		5130							
Ord	niit C	EXISTING	5100					RECLASS		5100							
Item			-	2		က				-	2	6	,				

 * Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

8

Yes

5.23.20/6 DATE

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

Appointments at an Advanced Step of the Pay Range Finance, Personnel & Audit Committee Report July 2016

^Bold/shaded border denotes rates of incumbents

	T	Т.		ı	T			^Bold/shaded borde	er denotes rates of ir	ncumbents
REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
2430 4500	Child Support District Attorney	Legal Counsel Administrative Intern	N/A N/A	34Z A010	01 02 03 04 05 06 07 08 09 10 11 12 13 14 Min Mid Max	\$ 22.9913 \$ 25.5192 \$ 28.1317 \$ 30.0893 \$ 32.1830 \$ 34.4227 \$ 36.3132 \$ 39.3806 \$ 42.1207 \$ 44.1683 \$ 46.9847 \$ 49.8038 \$ 52.7919 \$ 55.9596 \$ 11.2361 \$ 13.4832 \$ 15.7308	\$ 47,821.85 \$ 53,080.00 \$ 58,514.02 \$ 62,585.68 \$ 66,940.66 \$ 71,599.24 \$ 75,531.56 \$ 81,911.60 \$ 87,611.00 \$ 91,870.13 \$ 97,728.08 \$ 103,591.94 \$ 109,807.10 \$ 116,395.95 \$ 23,371.09 \$ 28,045.06	\$13.6909	05/22/2016 06/05/2016	Training and Experience exceed the maximum qualifications for the position Training and Experience exceed the maximum qualifications for the position
4500	District Attorney	Administrative Intern	N/A	A010	Min Mid Max	\$ 11.2361 \$ 13.4832 \$ 15.7308	\$ 28,045.06	\$13.6909	06/05/2016	Training and Experience exceed the maximum qualifications for the position
4500	District Attorney	Clerical Assistant 1	N/A	03P	01 02 03 04 05 06 07 08	\$ 13.8626 \$ 14.3519 \$ 14.8410 \$ 15.3304 \$ 15.8198 \$ 16.3090 \$ 16.7985 \$ 17.2875		5	06/05/2016	Training and Experience exceed the maximum qualifications for the position
4500	District Attorney	Clerical Assistant 2	N/A	04P	01 02 03 04 05 06 07 08	\$ 14.8043 \$ 15.3268 \$ 15.8493 \$ 16.3718 \$ 16.8944 \$ 17.4169 \$ 17.9393 \$ 18.4617 \$ 18.9846	\$ 30,792.94 \$ 31,879.74 \$ 32,966.54 \$ 34,053.34 \$ 35,140.35 \$ 36,227.15 \$ 37,313.74 \$ 38,400.34	8	06/05/2016	Training and Experience exceed the maximum qualifications for the position
8000	DHHS	Human Service Worker	Human Service Worker Supervisor	26M	01 02 03 04 05	\$ 25.1166 \$ 26.0067 \$ 27.1840 \$ 27.5376 \$ 28.8483	\$ 52,242.53 \$ 54,093.94 \$ 56,542.72 \$ 57,278.21 \$ 60,004.46	1	05/09/2016	Promotion
8000	DHHS	Energy Assistant Program Interventionist	N/A	07A	01 02 03 04 05 06 07 08	\$ 13.1284 \$ 13.5936 \$ 14.4180 \$ 14.8208 \$ 15.1997 \$ 15.6607 \$ 16.0547 \$ 16.4958 \$ 16.9678	\$ 28,274.69 \$ 29,989.44 \$ 30,827.26 \$ 31,615.38 \$ 32,574.26 \$ 33,393.78 \$ 34,311.26	7	06/20/2016	Training and Experience exceed the maximum qualifications for the position

REVISONS TO Executive Compensation Plan (ECP) REPORT Personnel Committee Meeting July 15, 2016

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

Dual Employment Report Personnel Committee Meeting July 15, 2016

Organizational Unit Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range

Currently, there are no "Dual Employments" to report.

Temporary Appointment Report Personnel Committee Meeting July 15, 2016

Requestor	Dept	Last Name	First Name	Title Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
IMSD	1163	Davids-Modschiedler	Julian	61010008 Intern IT	А	1	0	7/20/2015	НТ
IMSD	1163	Schwartzer	Lucas	61010008 Intern IT	Α	ı	0	5/9/2016	TA
DOT	5041	Shomberg	Timothy	61010003 Intern Airport	Α	ı	0	2/1/2016	TA