

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : June 22, 2018

To : Committee on Personnel 

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

SUBJECT : **Department of Parks, Recreation & Culture Reallocation Report for the July 2018 Personnel Committee Meeting** (Informational Only Unless Otherwise Directed by the Committee)

Attached is a reallocation request from the Department of Parks, Recreation & Culture that the Director of Human Resources intends to approve for implementation. This report is provided in accordance with the provisions of Chapter 17.055 (4) and may be included on the agenda of the July 12, 2018 Personnel Committee Meeting for informational purposes.

In the event the Personnel Committee takes no action, the transactions noted on the report will be implemented.

Copy: HR Partners

**Personnel Committee Meeting
Compensation Report
July 2018**

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	Parks	Reallocations	Natural Resource Tech	N/A	1	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	5.82%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
										06	\$ 49,326.52				
										07	\$ 50,932.73				
										08	\$ 52,608.53				
2	Parks	Reallocations	Natural Resource Tech	N/A	1	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	13.33%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
										06	\$ 49,326.52				
										07	\$ 50,932.73				
										08	\$ 52,608.53				
3	Parks	Reallocations	Natural Resource Tech	N/A	5	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	12.04%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
										06	\$ 49,326.52				
										07	\$ 50,932.73				
										08	\$ 52,608.53				
4	Parks	Reallocations	Natural Resource Tech	N/A	1	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	3.52%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
										06	\$ 49,326.52				
										07	\$ 50,932.73				
										08	\$ 52,608.53				
5	Parks	Reallocations	Natural Resource Tech	N/A	8	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	9.66%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
										06	\$ 49,326.52				
										07	\$ 50,932.73				
										08	\$ 52,608.53				
6	Parks	Reallocations	Natural Resource Tech	N/A	2	15Z2	01	\$ 39,879.91	15Z3	01	\$ 42,272.51	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	2.82%
							02	\$ 44,024.33		02	\$ 42,640.91				
							03	\$ 47,972.38		03	\$ 43,875.59				
										04	\$ 45,574.53				
										05	\$ 47,392.49				
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**Personnel Committee Meeting
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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
7	Parks	Reallocations	Natural Resource Tech	N/A	1	15Z2	01 \$ 39,879.91 02 \$ 44,024.33 03 \$ 47,972.38	15Z3	01 \$ 42,272.51 02 \$ 42,640.91 03 \$ 43,875.59 04 \$ 45,574.53 05 \$ 47,392.49 06 \$ 49,326.52 07 \$ 50,932.73 08 \$ 52,608.53	Classified	Position is difficult to fill and experiences high turnover. Responsibilities did not change significantly, but the job is worth more in the market now, and the pay needs to increase.	07/29/2018	6.17%

RECLASS
DAS FISCAL FORM
6/13/2018

REALLOCATION DAS FISCAL FORM

Department: PARKS

Date of Advancement Request: 6/11/2018

Date of anticipated advancement: 7/29/2018

Item	Org Unit	Low Org	Type	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2018 total	Annual Total
EXISTING POSITION(S)*:															
1	9000	9420	Reallocation	Natural Resource Tech	15Z2	01	2	2.0	19.36	1,549	119	794	10	49,240	128,025
2	9000	9420	Reallocation	Natural Resource Tech	15Z2	02	6	6.0	21.38	1,710	131	816	10	159,450	414,569
3	9000	9420	Reallocation	Natural Resource Tech	15Z2	03	11	11.0	23.29	1,864	143	838	10	312,808	813,302
													SUBTOTAL:	521,499	1,355,896
RECLASS POSITION(S)*:															
1	9000	9420	Reallocation	Natural Resource Tech	15Z3	01	1	1.0	20.53	1,642	128	807	10	25,749	66,947
2	9000	9420	Reallocation	Natural Resource Tech	15Z3	06	7	7.0	23.95	1,916	147	845	10	203,531	529,180
3	9000	9420	Reallocation	Natural Resource Tech	15Z3	07	1	1.0	24.73	1,979	151	853	10	29,833	77,567
4	9000	9420	Reallocation	Natural Resource Tech	15Z3	04	2	2.0	22.13	1,770	135	825	10	54,612	141,992
5	9000	9420	Reallocation	Natural Resource Tech	15Z3	08	8	8.0	25.55	2,044	156	862	10	244,991	636,976
													SUBTOTAL:	558,716	1,452,662
													TOTAL COST:	37,218	96,766

* Pension Fixed Rate for 2019 = 13.77% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

6/18/18

DATE