

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : August 25, 2014
To : Committee on Finance, Personnel & Audit
FROM : Rick Ceschin, Deputy Director of Human Resources
SUBJECT : **Informational Report for 09/18/2014**
Finance, Personnel & Audit 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 August 25, 2014)

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 18, 2014 Finance, Personnel & Audit Committee Meeting for informational purposes.

RC:jam

Copy: HR Managers

Finance, Personnel & Audit Committee Meeting Compensation Report SEPTEMBER 2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
3010	Election Commission	RECLASSIFICATION	Office Supp Asst 2 NR 00000013000003	Election Clerk TBD	1	02PM	01 \$ 26,208.74	03PM	01 \$ 27,854.09	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 27,133.30		02 \$ 28,837.26	
							03 \$ 28,058.49		03 \$ 29,820.02	
							04 \$ 28,983.48		04 \$ 30,803.19	
							05 \$ 29,908.46		05 \$ 31,786.36	
							06 \$ 30,834.28		06 \$ 32,769.33	
							07 \$ 31,758.63		07 \$ 33,752.50	
							08 \$ 32,683.41		08 \$ 34,735.47	
							09 \$ 33,608.81			
3010	Election Commission	RECLASSIFICATION	Election Clk 0000201000001, 2, 5	Election Clerk TBD	3	01M	01 \$ 23,325.18	03PM	01 \$ 27,854.09	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 24,137.35		02 \$ 28,837.26	
							03 \$ 25,477.24		03 \$ 29,820.02	
							04 \$ 26,075.97		04 \$ 30,803.19	
							05 \$ 26,764.19		05 \$ 31,786.36	
							06 \$ 27,409.98		06 \$ 32,769.33	
							07 \$ 28,056.18		07 \$ 33,752.50	
	08 \$ 34,735.47									
3010	Election Commission	RECLASSIFICATION	Election Clk 0000201000003, 4, 6, 7, 8	Election Clerk TBD	5	01M	01 \$ 23,325.18	03PM	01 \$ 27,854.09	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 24,137.35		02 \$ 28,837.26	
							03 \$ 25,477.24		03 \$ 29,820.02	
							04 \$ 26,075.97		04 \$ 30,803.19	
							05 \$ 26,764.19		05 \$ 31,786.36	
							06 \$ 27,409.98		06 \$ 32,769.33	
							07 \$ 28,056.18		07 \$ 33,752.50	
	08 \$ 34,735.47									
9500/9556	Zoo	RECLASSIFICATION	Accountant 2 - Zoo 00004215000001	Accountant TBD	1	17	01 \$ 38,861.86	25M	01 \$ 49,645.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 40,051.12		02 \$ 51,470.44	
							03 \$ 41,183.03		03 \$ 53,294.56	
							04 \$ 42,375.45		04 \$ 55,707.12	
							05 \$ 44,016.36		05 \$ 56,431.69	
9500/9556	Zoo	RECLASSIFICATION	Accounting Manager - Zoo 00076240000005	Accounting Manager TBD	1	915E	01 \$ 62,285.78	34M	01 \$ 70,605.58	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 65,399.79		02 \$ 73,524.85	
							03 \$ 68,514.86		03 \$ 77,066.59	
							04 \$ 71,626.46		04 \$ 80,609.59	
							05 \$ 74,743.10		05 \$ 84,095.23	
							06 \$ 77,079.61			
							07 \$ 79,414.86			
							08 \$ 80,971.76			

**Finance, Personnel & Audit Committee Meeting
Compensation Report
SEPTEMBER 2014**

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOBCODE & POSITION #	RECOMMENDED TITLE / JOBCODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
9500/9556	Zoo	RECLASSIFICATION	Accountant 1 00004100000006	Associate Accountant TBD	1	14	01	\$ 35,724.10	20	01	\$ 42,375.45	Immediate Recruitment Need Internal Equity Misclassification x No Incumbent Red Circled Retention Other:
							02	\$ 36,814.00		02	\$ 44,016.38	
							03	\$ 37,856.21		03	\$ 45,772.02	
							04	\$ 38,861.86		04	\$ 47,640.05	
							05	\$ 40,051.12		05	\$ 49,191.28	
9500/9556	Zoo	RECLASSIFICATION	Fiscal Assistant 1 00040400000039	Accounting Assistant TBD	1	03P	01	\$ 28,408.07	14	01	\$ 35,724.10	Immediate Recruitment Need Internal Equity Misclassification x No Incumbent Red Circled Retention Other:
							02	\$ 29,410.78		02	\$ 36,814.00	
							03	\$ 30,413.07		03	\$ 37,856.21	
							04	\$ 31,415.99		04	\$ 38,861.86	
							05	\$ 32,418.92		05	\$ 40,051.12	
							06	\$ 33,421.42				
							07	\$ 34,424.34				
							08	\$ 35,426.63				
							09	\$ 36,429.55				

RECLASS
DAS FISCAL FORM
8/25/2014

RECLASSIFICATION DAS FISCAL FORM

Department: 9500 Zoo
Date of Advancement Request: 8/22/2014
Date of anticipated advancement: 9/19/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
1	9500	9556	00004215	Accountant 2 - Zoo	17	02	1	1.0	19.26	1,540	118	698	7	16,496	61,273
2	9500	9556	00076240	Accounting Manager - Zoo	915E	04	1	1.0	34.44	2,755	211	830	7	26,567	98,676
3	9500	9556	00004100	Accountant 1	14	05	1	1.0	19.26	1,540	118	698	7	16,496	61,273
4	9500	9556	00004040	Fiscal Assistant 1	03P	04	1	1.0	15.10	1,208	92	662	7	13,743	51,044
													SUBTOTAL:	59,560	221,221
RECLASS POSITION(S)*:															
1	9500	9556	TBD	Accountant	25M	01	1	1.0	23.87	1,909	146	738	7	19,556	72,637
2	9500	9556	TBD	Accounting Manager	34M	02	1	1.0	35.35	2,828	216	837	7	27,171	100,922
3	9500	9556	TBD	Associate Accountant	20	01	1	1.0	20.37	1,630	125	708	7	17,238	64,026
4	9500	9556	TBD	Account Assistant	14	01	1	1.0	17.18	1,374	105	680	7	15,117	56,147
													SUBTOTAL:	63,965	237,585
													TOTAL COST:	4,406	16,364

* Pension Fixed Rate for 2014 = 10.80% 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

8-25-14

DATE

RECLASS
DAS FISCAL FORM
8/26/2014

RECLASSIFICATION DAS FISCAL FORM

Department: Election Commission
 Date of Reclassification Request: 8/21/2014
 Date of Anticipated Reclassification: 9/28/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2013 total	Annual Total
EXISTING POSITION(S)*:															
1	3010	3010	13	Office Supp Asst 2 NR	02PM	01	1	1.0	12.60	1,008	77	641	7	12,082	44,876
2	3010	3010	2010	Election Clk	01M	01	3	3.0	11.21	897	69	629	7	33,487	124,382
3	3010	3010	2010	Election Clk	01M	07	5	5.0	13.49	1,079	83	649	7	63,356	235,323
													SUBTOTAL:	108,926	404,582
RECLASSIFIED POSITION(S)*:															
1	3010	3010	TBD	Election Clerk	03PM	01	1	1.0	13.39	1,071	82	648	7	12,607	46,825
2	3010	3010	TBD	Election Clerk	03PM	01	3	3.0	13.39	1,071	82	648	7	37,820	140,476
3	3010	3010	TBD	Election Clerk	03PM	02	5	5.0	13.86	1,109	85	652	7	64,602	239,949
													SUBTOTAL:	115,029	427,250
													TOTAL COST:	6,103	22,668

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

 Director of Performance, Strategy, and Budget

8-25-14

 DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
September 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
Register of Deeds	3400	N/A	Vital Records Clerk	03P	01	\$ 13.6577	\$ 28,408.07	9	06/23/2014	New Hire Appointment /15+ years of experience
					02	\$ 14.1398	\$ 29,410.78			
					03	\$ 14.6217	\$ 30,413.07			
					04	\$ 15.1038	\$ 31,415.99			
					05	\$ 15.5860	\$ 32,418.92			
					06	\$ 16.0680	\$ 33,421.42			
					07	\$ 16.5502	\$ 34,424.34			
					08	\$ 17.0320	\$ 35,426.63			
					09	\$ 17.5142	\$ 36,429.55			
Sheriff	4000	N/A	Training Academy Assistant	06P	01	\$ 16.7137	\$ 34,764.46	04	07/21/2014	New Hire Appointment/7+ years of experience
					02	\$ 17.3034	\$ 35,991.12			
					03	\$ 17.8935	\$ 37,218.40			
					04	\$ 18.4833	\$ 38,445.27			
					05	\$ 19.0732	\$ 39,672.35			
					06	\$ 19.6630	\$ 40,899.00			
					07	\$ 20.2531	\$ 42,126.50			
					08	\$ 20.8430	\$ 43,353.37			
					09	\$ 21.4326	\$ 44,579.82			
District Attorney	4500	N/A	Victem/Witness Advocate	16A	01	\$ 18.2001	\$ 37,856.21	3	07/20/2014	New Hire Appointment /18+ years of experience
					02	\$ 18.6836	\$ 38,861.86			
					03	\$ 19.2553	\$ 40,051.12			
					04	\$ 19.7995	\$ 41,183.03			
					05	\$ 20.3728	\$ 42,375.45			
					06	\$ 21.1617	\$ 44,016.38			
					07	\$ 22.0058	\$ 45,772.02			
District Attorney	4500	N/A	Administrative Intern	01IM	01	\$ 11.2140	\$ 23,325.18	03	08/04/2014	New Hire Appointment/2+ years of experience
					02	\$ 11.6045	\$ 24,137.35			
					03	\$ 12.2488	\$ 25,477.45			
					04	\$ 12.5365	\$ 26,075.97			
					05	\$ 12.8674	\$ 26,764.19			
					06	\$ 13.1779	\$ 27,409.98			
					07	\$ 13.4886	\$ 28,056.18			
					08	\$ 13.8641	\$ 28,837.26			
					09	\$ 14.3365	\$ 29,820.02			
					10	\$ 14.8092	\$ 30,803.19			
					11	\$ 15.2819	\$ 31,786.36			
					12	\$ 15.7546	\$ 32,769.54			
					13	\$ 16.2272	\$ 33,752.50			
					14	\$ 16.6997	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			
District Attorney	4500	N/A	Administrative Intern	01IM	01	\$ 11.2140	\$ 23,325.18	3	08/04/2014	New Hire Appointment/2+ years of experience
					02	\$ 11.6045	\$ 24,137.35			
					03	\$ 12.2488	\$ 25,477.45			
					04	\$ 12.5365	\$ 26,075.97			
					05	\$ 12.8674	\$ 26,764.19			
					06	\$ 13.1779	\$ 27,409.98			
					07	\$ 13.4886	\$ 28,056.18			
					08	\$ 13.8641	\$ 28,837.26			
					09	\$ 14.3365	\$ 29,820.02			
					10	\$ 14.8092	\$ 30,803.19			
					11	\$ 15.2819	\$ 31,786.36			
					12	\$ 15.7546	\$ 32,769.54			
					13	\$ 16.2272	\$ 33,752.50			
					14	\$ 16.6997	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
September 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
District Attorney	4500	N/A	Clerical Assistant I	03P	01	\$ 13.6577	\$ 28,408.07	3	08/04/2014	New Hire Appointment /9+ years of experience
					02	\$ 14.1398	\$ 29,410.78			
					03	\$ 14.6217	\$ 30,413.07			
					04	\$ 15.1038	\$ 31,415.99			
					05	\$ 15.5860	\$ 32,418.92			
					06	\$ 16.0680	\$ 33,421.42			
					07	\$ 16.5502	\$ 34,424.34			
					08	\$ 17.0320	\$ 35,426.63			
					09	\$ 17.5142	\$ 36,429.55			
					District Attorney	4500	N/A			
02	\$ 14.1398	\$ 29,410.78								
03	\$ 14.6217	\$ 30,413.07								
04	\$ 15.1038	\$ 31,415.99								
05	\$ 15.5860	\$ 32,418.92								
06	\$ 16.0680	\$ 33,421.42								
07	\$ 16.5502	\$ 34,424.34								
08	\$ 17.0320	\$ 35,426.63								
09	\$ 17.5142	\$ 36,429.55								
Department of Transportaton	5100	N/A	Engineering Technician	24A				01	\$ 17.0044	\$ 35,369.15
					02	\$ 17.6658	\$ 36,744.86			
					03	\$ 18.3379	\$ 38,142.83			
					04	\$ 19.0100	\$ 39,540.80			
					05	\$ 19.6713	\$ 40,916.30			
					06	\$ 20.3434	\$ 42,314.27			
					07	\$ 21.0049	\$ 43,690.19			
					08	\$ 21.6769	\$ 45,087.95			
					09	\$ 22.3489	\$ 46,485.71			
					10	\$ 23.0103	\$ 47,861.42			
					11	\$ 23.6824	\$ 49,259.39			
					12	\$ 24.3438	\$ 50,635.10			
					13	\$ 25.0159	\$ 52,033.07			
					14	\$ 25.6772	\$ 53,408.58			
					15	\$ 26.3494	\$ 54,806.75			
					16	\$ 27.0214	\$ 56,204.51			
					17	\$ 27.6829	\$ 57,580.43			
					18	\$ 28.3549	\$ 58,978.19			
					19	\$ 29.0163	\$ 60,353.90			
					20	\$ 29.6883	\$ 61,751.66			
					21	\$ 30.0084	\$ 62,417.47			
Administrative Services	5700	N/A	Supervisor Office Management	24M	01	\$ 22.9892	\$ 47,817.57	3	07/28/2014	New Hire Appointment/10+ years of experience
					02	\$ 23.8681	\$ 49,645.69			
					03	\$ 24.7454	\$ 51,470.44			
					04	\$ 25.6224	\$ 53,294.56			
					05	\$ 26.7823	\$ 55,707.12			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
September 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
Aging	7900	N/A	Executive Assistant	06PM	01	\$ 16.7137	\$ 34,764.46	06	07/18/2014	New Hire Appointment/15+ years of experience
					02	\$ 17.3034	\$ 35,991.12			
					03	\$ 17.8935	\$ 37,218.40			
					04	\$ 18.4833	\$ 38,445.27			
					05	\$ 19.0732	\$ 39,672.35			
					06	\$ 19.6630	\$ 40,899.00			
					07	\$ 20.2531	\$ 42,126.50			
					08	\$ 20.8430	\$ 43,353.37			
					09	\$ 21.4326	\$ 44,579.82			
Aging	7900	N/A	Human Service Worker	16C	01	\$ 16.4100	\$ 34,132.75	04	08/04/2014	New Hire Appointment// 4+ years of experience
					02	\$ 16.7926	\$ 34,928.53			
					03	\$ 17.1751	\$ 35,724.10			
					04	\$ 17.6990	\$ 36,814.00			
					05	\$ 18.2001	\$ 37,856.21			
					06	\$ 18.6836	\$ 38,861.86			
					07	\$ 19.2553	\$ 40,051.12			
					08	\$ 19.7995	\$ 41,183.03			
					09	\$ 20.3728	\$ 42,375.45			
					10	\$ 21.1617	\$ 44,016.38			
					11	\$ 22.0058	\$ 45,772.02			
					12	\$ 22.9039	\$ 47,640.05			
					13	\$ 23.6497	\$ 49,191.28			
					14	\$ 24.4278	\$ 50,809.74			
					15	\$ 25.3531	\$ 52,734.49			
					16	\$ 25.8278	\$ 53,721.87			
					17	\$ 26.2871	\$ 54,677.10			
Family Care	7990	N/A	Human Service Worker	16C	01	\$ 16.4100	\$ 34,132.75	15	07/21/2014	New Hire Appointment/ 7+ years of experience
					02	\$ 16.7926	\$ 34,928.53			
					03	\$ 17.1751	\$ 35,724.10			
					04	\$ 17.6990	\$ 36,814.00			
					05	\$ 18.2001	\$ 37,856.21			
					06	\$ 18.6836	\$ 38,861.86			
					07	\$ 19.2553	\$ 40,051.12			
					08	\$ 19.7995	\$ 41,183.03			
					09	\$ 20.3728	\$ 42,375.45			
					10	\$ 21.1617	\$ 44,016.38			
					11	\$ 22.0058	\$ 45,772.02			
					12	\$ 22.9039	\$ 47,640.05			
					13	\$ 23.6497	\$ 49,191.28			
					14	\$ 24.4278	\$ 50,809.74			
					15	\$ 25.3531	\$ 52,734.49			
					16	\$ 25.8278	\$ 53,721.87			
					17	\$ 26.2871	\$ 54,677.10			
Family Care	7990	N/A	Human Service Assistant	16C	01	\$ 16.4100	\$ 34,132.75	08	07/21/2014	New Hire Appointment/ 6+ years of experience
					02	\$ 16.7926	\$ 34,928.53			
					03	\$ 17.1751	\$ 35,724.10			
					04	\$ 17.6990	\$ 36,814.00			
					05	\$ 18.2001	\$ 37,856.21			
					06	\$ 18.6836	\$ 38,861.86			
					07	\$ 19.2553	\$ 40,051.12			
					08	\$ 19.7995	\$ 41,183.03			
					09	\$ 20.3728	\$ 42,375.45			
					10	\$ 21.1617	\$ 44,016.38			
					11	\$ 22.0058	\$ 45,772.02			
					12	\$ 22.9039	\$ 47,640.05			
					13	\$ 23.6497	\$ 49,191.28			
					14	\$ 24.4278	\$ 50,809.74			
					15	\$ 25.3531	\$ 52,734.49			
					16	\$ 25.8278	\$ 53,721.87			
					17	\$ 26.2871	\$ 54,677.10			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
September 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
Family Care	7990	N/A	Program Coordinator Care Manager	33M	01	\$ 32,5162	\$ 67,633.79	02	07/21/2014	New Hire Appointment/10+ years of experience
					02	\$ 33,9450	\$ 70,605.58			
					03	\$ 35,3485	\$ 73,524.85			
					04	\$ 37,0512	\$ 77,066.59			
					05	\$ 38,7546	\$ 80,609.59			
Family Care	7990	N/A	Care Management Coordinator	29M	01	\$ 27,1306	\$ 56,431.69	05	07/14/2014	New Hire Appointment/20+ years of experience
					02	\$ 28,4220	\$ 59,117.77			
					03	\$ 29,6860	\$ 61,746.92			
					04	\$ 31,1161	\$ 64,721.45			
					05	\$ 32,5162	\$ 67,633.79			
Family Care	7990	N/A	Registered Nurse 2	18N	01	\$ 26,9078	\$ 55,968.12	09	07/15/2014	New Hire Appointment/18+ years of experience.
					02	\$ 28,5105	\$ 59,301.92			
					03	\$ 29,9329	\$ 62,260.34			
					04	\$ 31,2171	\$ 64,931.64			
					05	\$ 32,6396	\$ 67,890.28			
					06	\$ 33,2870	\$ 69,237.02			
					07	\$ 33,9452	\$ 70,605.92			
					08	\$ 34,5183	\$ 71,798.11			
					09	\$ 35,0915	\$ 72,990.31			
Family Care	7990	N/A	Care Management Coordinator	29M	01	\$ 27,1306	\$ 56,431.69	02	07/14/2014	New Hire Appointment/11+ years of experience
					02	\$ 28,4220	\$ 59,117.77			
					03	\$ 29,6860	\$ 61,746.92			
					04	\$ 31,1161	\$ 64,721.45			
					05	\$ 32,5162	\$ 67,633.79			
Family Care	7990	N/A	Human Service Assistant	16C	01	\$ 16,4100	\$ 34,132.75	03	07/21/2014	New Hire Appointment/ 6+ years of experience
					02	\$ 16,7926	\$ 34,928.53			
					03	\$ 17,1751	\$ 35,724.10			
					04	\$ 17,6990	\$ 36,814.00			
					05	\$ 18,2001	\$ 37,856.21			
					06	\$ 18,6836	\$ 38,861.86			
					07	\$ 19,2553	\$ 40,051.12			
					08	\$ 19,7995	\$ 41,183.03			
					09	\$ 20,3728	\$ 42,375.45			
					10	\$ 21,1617	\$ 44,016.38			
					11	\$ 22,0058	\$ 45,772.02			
					12	\$ 22,9039	\$ 47,640.05			
					13	\$ 23,6497	\$ 49,191.28			
					14	\$ 24,4278	\$ 50,809.74			
					15	\$ 25,3531	\$ 52,734.49			
					16	\$ 25,8278	\$ 53,721.87			
					17	\$ 26,2871	\$ 54,677.10			
DCSD	8000	N/A	Human Service Worker	16C	01	\$ 16,4100	\$ 34,132.75	17	07/18/2014	New Hire Appointment/12+ years of experience
					02	\$ 16,7926	\$ 34,928.53			
					03	\$ 17,1751	\$ 35,724.10			
					04	\$ 17,6990	\$ 36,814.00			
					05	\$ 18,2001	\$ 37,856.21			
					06	\$ 18,6836	\$ 38,861.86			
					07	\$ 19,2553	\$ 40,051.12			
					08	\$ 19,7995	\$ 41,183.03			
					09	\$ 20,3728	\$ 42,375.45			
					10	\$ 21,1617	\$ 44,016.38			
					11	\$ 22,0058	\$ 45,772.02			
					12	\$ 22,9039	\$ 47,640.05			
					13	\$ 23,6497	\$ 49,191.28			
					14	\$ 24,4278	\$ 50,809.74			
					15	\$ 25,3531	\$ 52,734.49			
					16	\$ 25,8278	\$ 53,721.87			
					17	\$ 26,2871	\$ 54,677.10			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
September 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
DCSD	8000	N/A	Human Service Worker	16C	01	\$ 16,4100	\$ 34,132.75	15	07/17/2014	New Hire Appointment/14+ years of experience
					02	\$ 16,7926	\$ 34,928.53			
					03	\$ 17,1751	\$ 35,724.10			
					04	\$ 17,6990	\$ 36,814.00			
					05	\$ 18,2001	\$ 37,856.21			
					06	\$ 18,6836	\$ 38,861.86			
					07	\$ 19,2553	\$ 40,051.12			
					08	\$ 19,7995	\$ 41,183.03			
					09	\$ 20,3728	\$ 42,375.45			
					10	\$ 21,1617	\$ 44,016.38			
					11	\$ 22,0058	\$ 45,772.02			
					12	\$ 22,9039	\$ 47,640.05			
					13	\$ 23,6497	\$ 49,191.28			
					14	\$ 24,4278	\$ 50,809.74			
					15	\$ 25,3531	\$ 52,734.49			
					16	\$ 25,8278	\$ 53,721.87			
					17	\$ 26,2871	\$ 54,677.10			
DCSD	8000	N/A	Human Service Worker	16C	01	\$ 16,4100	\$ 34,132.75	14	07/22/2014	New Hire Appointment/15+ years of experience
					02	\$ 16,7926	\$ 34,928.53			
					03	\$ 17,1751	\$ 35,724.10			
					04	\$ 17,6990	\$ 36,814.00			
					05	\$ 18,2001	\$ 37,856.21			
					06	\$ 18,6836	\$ 38,861.86			
					07	\$ 19,2553	\$ 40,051.12			
					08	\$ 19,7995	\$ 41,183.03			
					09	\$ 20,3728	\$ 42,375.45			
					10	\$ 21,1617	\$ 44,016.38			
					11	\$ 22,0058	\$ 45,772.02			
					12	\$ 22,9039	\$ 47,640.05			
					13	\$ 23,6497	\$ 49,191.28			
					14	\$ 24,4278	\$ 50,809.74			
					15	\$ 25,3531	\$ 52,734.49			
					16	\$ 25,8278	\$ 53,721.87			
					17	\$ 26,2871	\$ 54,677.10			
DCSD	8000	N/A	Human Service Worker	16C	01	\$ 16,4100	\$ 34,132.75	12	07/17/2014	New Hire Appointment/7+ years of experience
					02	\$ 16,7926	\$ 34,928.53			
					03	\$ 17,1751	\$ 35,724.10			
					04	\$ 17,6990	\$ 36,814.00			
					05	\$ 18,2001	\$ 37,856.21			
					06	\$ 18,6836	\$ 38,861.86			
					07	\$ 19,2553	\$ 40,051.12			
					08	\$ 19,7995	\$ 41,183.03			
					09	\$ 20,3728	\$ 42,375.45			
					10	\$ 21,1617	\$ 44,016.38			
					11	\$ 22,0058	\$ 45,772.02			
					12	\$ 22,9039	\$ 47,640.05			
					13	\$ 23,6497	\$ 49,191.28			
					14	\$ 24,4278	\$ 50,809.74			
					15	\$ 25,3531	\$ 52,734.49			
					16	\$ 25,8278	\$ 53,721.87			
					17	\$ 26,2871	\$ 54,677.10			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
September 18, 2014

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

**Dual Employment Report
Finance, Personnel & Audit Committee Meeting
September 18, 2014**

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

Emergency Appointment Report
Finance, Personnel & Audit Committee Meeting
September 18, 2014

<u>Requestor</u>	<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title Description</u>	<u>Employee Class</u>	<u>Status</u>	<u>Emergency Appt Date</u>	<u>Pay Range</u>
DHHS	8751	Broussard	E. Marie	Adm Coord SSI	P	A	1/1/2014	27M
DAS-IMSD	1176	Buesing	Angela	IT Manager - Service Desk	F	A	3/17/2014	35M
HR	1142	Sanders	Breone	Compensation Asst/HRIS	F	A	5/25/2014	06PM

Temporary Appointment Report
Finance, Personnel & Audit Committee Meeting
September 18, 2014

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS-IMSD	1163	Mangione	Jeremy	87420	Info Systems Intern	I	A	0	6/24/2013	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
September 18,,2014

DEPT	FIRST NAME	LAST NAME	CURRENT JOB TITLE	OLD PAY RANGE	NEW PAY RANGE	TAHC JOB TITLE	ORIG START	EXTENDED/NEW DATE	END DATE	TYPE OF EXT	REASON
DAS-Facilities Mgmt	Gary	Waszak	Fac Mtce Manager	916E	903E	Facilities Management Director	3/10/2014	6/7/2014	12/31/2014	Bd Action	Vacant position
DAS-IMSD	Laurie	Panella	IT Director-Governance	902E	EX1C	Chief Information Officer	7/21/2014		10/17/2014		Incumbent resigned
MCSO	George	Gold	CO LT	23CM	915E	CO Manager	4/27/2014	7/26/2014	10/23/2014	HR	Vacant position
MCSO	Kashka	Meadors	CO1	14Z	23CM	CO LT	8/3/2014		10/31/2014		Incumbent on TAHC
MCSO	Douglas	Holton	Sheriff LT	30M	915E	Sheriff Captain	6/24/2014		9/21/2014		Incumbent resigned
MCSO	Paul	Hein	CO LT	23CM	915E	CO Manager	6/25/2014		9/22/2014		Vacant position
Family Care	Jefferlyn	Harper-Harris	Contracts Quality Surveyor	25	29	Quality Improvement Coordinator	8/11/2014		11/4/2014		Resign and FMLA (2vacanc
Parks	Brandon	Saron	Park Mtce Wrkr II-IC	18Z	22M	Park Unit Coordinator 1	7/21/2014		10/18/2014		Incumbent medical leave
Parks	Jacob	Sheteron	Park/Hwy Mtce Wrke	13P	18Z	Park Mtce Worker II-IC	7/21/2014		10/18/2014		Incumbent on TAHC
Parks	Jill	Organ	Engineer	32A	38M	Plan/Dev Manager	6/22/2014		9/19/2014		Vacant position
Airport	James	Grava	Asst Airport Oper Mgr	28M	34M	Airport Operations Manager	4/21/2014	7/19/2014	10/16/2014	HR	Vacant position
Airport	Kathleen	David	Airport Operations Mgr	34M	902E	Exdir2 Oper Mgmt	4/21/2014	7/19/2014	10/16/2014	HR	Vacant position
Airport	Terry	Blue	Exdir2 Oper Mgmt	902E	EX1D	Ex Director Airport	4/20/2014	7/18/2014	10/15/2014		Incumbent resigned
Airport	Kevin	Doyne	Asst Chief Airport Rescue FF	29FM	38M	Chief Airport Rescue FF	3/8/2014	9/4/2014	11/16/2014	Bd Action	Vacant position
Medical Examiner	Sheila	Plowman	Mgmt Asst_ME	06PM	25	Forensic Investigator	7/7/2014		10/3/2014		Incumbent medical leave

The TAHC has been extended by the Director of DHR. The County Board of Supervisors and the County Executive must approve the second extension to a vacant unclassified position through adoption of a resolution.