


**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**DATE** : January 8, 2016

**To** : Committee on Finance, Personnel & Audit

**FROM** : Mike Blickhahn, Director Compensation/HRIS 

**SUBJECT** : **Informational Report for 01/28/2016**  
**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 January 4, 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 January 28, 2016 Finance, Personnel & Audit Committee Meeting for informational purposes.

Copy: HR Managers

### Finance, Personnel & Audit Committee Meeting Compensation Report January 2016

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.	Effective Date			
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
1140/1149	HR Retirement	Reclassification	Specialist Retirement- 00000100000001	Analyst Retirement- TBD	1	07PM	01 \$ 38,542.19	21M	01 \$ 43,804.38	Immediate Recruitment Need	1/17/2016			
							02 \$ 39,902.93		02 \$ 45,552.21			X		
							03 \$ 41,263.04		03 \$ 47,411.10				Internal Equity	
							04 \$ 42,623.36		04 \$ 48,954.88				Misclassification	
							05 \$ 43,983.47		05 \$ 50,565.63				No Incumbent	
							06 \$ 45,344.00						Red Circled	
							07 \$ 46,704.11						Retention	
							08 \$ 48,064.22						Other: Exceptional Performance	
							09 \$ 49,424.96							
1140/1149	HR Retirement	Reclassification	Specialist Retirement- 00000100000003	Analyst Retirement- TBD	1	07PM	01 \$ 38,542.19	21M	01 \$ 43,804.38	Immediate Recruitment Need	1/17/2016			
							02 \$ 39,902.93		02 \$ 45,552.21			X		
							03 \$ 41,263.04		03 \$ 47,411.10				Internal Equity	
							04 \$ 42,623.36		04 \$ 48,954.88				Misclassification	
							05 \$ 43,983.47		05 \$ 50,565.63				No Incumbent	
							06 \$ 45,344.00						Red Circled	
							07 \$ 46,704.11						Retention	
							08 \$ 48,064.22						Other: Exceptional Performance	
							09 \$ 49,424.96							
1140/1149	HR Retirement	Reclassification	Specialist Retirement- 00000100000002/4	Analyst Retirement- TBD	2	07PM	01 \$ 38,542.19	21M	01 \$ 43,804.38	Immediate Recruitment Need	1/17/2016			
							02 \$ 39,902.93		02 \$ 45,552.21			X		
							03 \$ 41,263.04		03 \$ 47,411.10				Internal Equity	
							04 \$ 42,623.36		04 \$ 48,954.88				Misclassification	
							05 \$ 43,983.47		05 \$ 50,565.63				No Incumbent	
							06 \$ 45,344.00						Red Circled	
							07 \$ 46,704.11						Retention	
							08 \$ 48,064.22						Other: Exceptional Performance	
							09 \$ 49,424.96							
1151/5751	DAS Facilities Management	Reclassification	Operations Coord SP 00011270000001	Specialist Facilities Management TBD	1	22M	01 \$ 45,552.42	23M	01 \$ 47,411.10	X	Immediate Recruitment Need	1/17/2016		
							02 \$ 47,411.10		02 \$ 48,954.88				X	
							03 \$ 48,954.88		03 \$ 50,565.63					Internal Equity
							04 \$ 50,565.63		04 \$ 52,481.31					Misclassification
							05 \$ 52,481.31							No Incumbent
														Red Circled
		Retention												
		Other: Exceptional Performance												
1151/5702	DAS Facilities Management	Reclassification	Facilities Mtce Coord 00065880000001	Manager Operations Facilities TBD	1	30M	01 \$ 60,004.46	33M	01 \$ 68,648.11	X	Immediate Recruitment Need	1/17/2016		
							02 \$ 62,673.10		02 \$ 71,664.74				X	
							03 \$ 65,692.22		03 \$ 74,627.70					Internal Equity
							04 \$ 68,648.11		04 \$ 78,222.56					Misclassification
							05 \$ 71,664.74		05 \$ 81,818.67					No Incumbent
														Red Circled
		Retention												
		Other: Exceptional Performance												

**Finance, Personnel & Audit Committee Meeting  
Compensation Report  
January 2016**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.  
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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.	Effective Date
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
4000/4038	Sheriffs	Reclassification	Clerical Spec Sheriff 00001290000014	Coordinator Transportation Sheriff	1	05P	01 \$ 33,177.46	22M	01 \$ 45,552.42	Immediate Recruitment Need	12/19/2015
							02 \$ 34,348.29		02 \$ 47,411.10	Internal Equity	
							03 \$ 35,519.74		03 \$ 48,954.88	X Misclassification	
							04 \$ 36,690.37		04 \$ 50,565.63	No Incumbent	
							05 \$ 37,861.82		05 \$ 52,481.31	Red Circled	
							06 \$ 39,032.24			Retention	
							07 \$ 40,202.86			Other: Reallocation	
							08 \$ 41,374.32				
							09 \$ 42,544.74				
4300/4315	HOC	Reallocation	Mechanical Mfce Supt HOC 00020402000002	N/A	1	29M	01 \$ 57,278.21	29MN	01 \$ 66,901.54	Immediate Recruitment Need	12/19/2015
							02 \$ 60,004.46		02 \$ 69,810.00	Internal Equity	
							03 \$ 62,673.10		03 \$ 72,718.88	Misclassification	
							04 \$ 65,692.22		04 \$ 75,627.14	No Incumbent	
							05 \$ 68,648.11		05 \$ 78,535.60	Red Circled	
									06 \$ 81,444.69	Retention	
									07 \$ 84,699.06	X Other: Reallocation	
									08 \$ 88,076.98		
4800/4315	OEM	Performance	Dispatcher 00003563000009	N/A	1	16Z	01 \$ 35,151.17	16Z	01 \$ 35,151.17	Immediate Recruitment Need	1/17/2016
							02 \$ 36,260.02		02 \$ 36,260.02	Internal Equity	
							03 \$ 37,366.16		03 \$ 37,366.16	Misclassification	
							04 \$ 38,424.05		04 \$ 38,424.05	No Incumbent	
							05 \$ 39,444.91		05 \$ 39,444.91	Red Circled	
							06 \$ 40,651.73		06 \$ 40,651.73	Retention	
							07 \$ 41,800.72		07 \$ 41,800.72	X Other: Exceptional Performance	
							08 \$ 43,011.07		08 \$ 43,011.07		
							09 \$ 44,676.53		09 \$ 44,676.53		
4800/4315	OEM	Performance	Dispatcher 00003563000010	N/A	1	16Z	01 \$ 35,151.17	16Z	01 \$ 35,151.17	Immediate Recruitment Need	1/17/2016
							02 \$ 36,260.02		02 \$ 36,260.02	Internal Equity	
							03 \$ 37,366.16		03 \$ 37,366.16	Misclassification	
							04 \$ 38,424.05		04 \$ 38,424.05	No Incumbent	
							05 \$ 39,444.91		05 \$ 39,444.91	Red Circled	
							06 \$ 40,651.73		06 \$ 40,651.73	Retention	
							07 \$ 41,800.72		07 \$ 41,800.72	X Other: Exceptional Performance	
							08 \$ 43,011.07		08 \$ 43,011.07		
							09 \$ 44,676.53		09 \$ 44,676.53		
4800/4315	OEM	Performance	Dispatcher 00003563000012	N/A	1	16Z	01 \$ 35,151.17	16Z	01 \$ 35,151.17	Immediate Recruitment Need	1/17/2016
							02 \$ 36,260.02		02 \$ 36,260.02	Internal Equity	
							03 \$ 37,366.16		03 \$ 37,366.16	Misclassification	
							04 \$ 38,424.05		04 \$ 38,424.05	No Incumbent	
							05 \$ 39,444.91		05 \$ 39,444.91	Red Circled	
							06 \$ 40,651.73		06 \$ 40,651.73	Retention	
							07 \$ 41,800.72		07 \$ 41,800.72	X Other: Exceptional Performance	
							08 \$ 43,011.07		08 \$ 43,011.07		
							09 \$ 44,676.53		09 \$ 44,676.53		

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
4800/4315	OEM	Performance	Dispatcher 00003563000015	N/A	1	16Z	01	\$ 35,151.17	16Z	01	\$ 35,151.17	Immediate Recruitment Need	1/17/2016
							02	\$ 36,260.02		02	\$ 36,260.02	Internal Equity	
							03	\$ 37,366.16		03	\$ 37,366.16	Misclassification	
							04	\$ 38,424.05		04	\$ 38,424.05	No Incumbent	
							05	\$ 39,444.91		05	\$ 39,444.91	Red Circled	
							06	\$ 40,651.73		06	\$ 40,651.73	Retention	
							07	\$ 41,800.72		07	\$ 41,800.72	X Other: Exceptional Performance	
							08	\$ 43,011.07		08	\$ 43,011.07		
							09	\$ 44,676.53		09	\$ 44,676.53		
							10	\$ 46,458.67		10	\$ 46,458.67		
4900/4900	Medical Examiner	Performance	Forensic Asst - Medical Examiner 00054660000003	N/A	1	14	01	\$ 36,260.02	14	01	\$ 36,260.02	Immediate Recruitment Need	12/6/2015
							02	\$ 37,366.16		02	\$ 37,366.16	Internal Equity	
							03	\$ 38,424.05		03	\$ 38,424.05	Misclassification	
							04	\$ 39,444.91		04	\$ 39,444.91	No Incumbent	
							05	\$ 40,651.73		05	\$ 40,651.73	Red Circled	
												X Other: Exceptional Performance	
7990/7994	Family Care	Performance	Assistant Director Quality 00056764000001	N/A	1	901E	Min	\$ 62,296.00	901E	Min	\$ 62,296.00	Immediate Recruitment Need	11/30/2015
							Mid	\$ 76,731.20		Mid	\$ 76,731.20	Internal Equity	
							Max	\$ 91,166.40		Max	\$ 91,166.40	Misclassification	
								\$ 85,910.31			\$ 90,205.83	No Incumbent	
												Red Circled	
				X Other: Exceptional Performance									
7990/7991	Family Care	Performance	Quality Assurance Specialist 00058036000004	N/A	1	16C	01	\$ 34,644.90	16C	01	\$ 34,644.90	Immediate Recruitment Need	11/30/2015
							02	\$ 35,452.56		02	\$ 35,452.56	Internal Equity	
							03	\$ 36,260.02		03	\$ 36,260.02	Misclassification	
							04	\$ 37,366.16		04	\$ 37,366.16	No Incumbent	
							05	\$ 38,424.05		05	\$ 38,424.05	Red Circled	
							06	\$ 39,444.91		06	\$ 39,444.91	Retention	
							07	\$ 40,651.73		07	\$ 40,651.73	X Other: Exceptional Performance	
							08	\$ 41,800.72		08	\$ 41,800.72		
							09	\$ 43,011.07		09	\$ 43,011.07		
							10	\$ 44,676.53		10	\$ 44,676.53		
							11	\$ 46,458.67		11	\$ 46,458.67		
							12	\$ 48,354.80		12	\$ 48,354.80		
							13	\$ 49,929.15		13	\$ 49,929.15		
							14	\$ 51,571.94		14	\$ 51,571.94		
							15	\$ 53,525.47		15	\$ 53,525.47		
							16	\$ 54,527.62		16	\$ 54,527.62		
							17	\$ 55,497.31		17	\$ 55,497.31		

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
7990/7991	Family Care	Reclassification	Human Service Worker 00056161000001	LTC Functional Screener	1	16C	01 \$ 34,644.90	01 \$ 53,281.90	Immediate Recruitment Need	12/31/2015	
							02 \$ 35,452.56	02 \$ 55,170.54	Internal Equity		
							03 \$ 36,260.02	03 \$ 57,667.38	X Misclassification		
							04 \$ 37,366.16	04 \$ 60,170.24	No Incumbent		
							05 \$ 38,424.05	05 \$ 63,034.40	Red Circled		
							06 \$ 39,444.91		Retention		
							07 \$ 40,651.73		Other: Exceptional Performance		
							08 \$ 41,800.72				
							09 \$ 43,011.07				
							10 \$ 44,676.53				
							11 \$ 46,458.67				
							12 \$ 48,354.80				
							13 \$ 49,929.15				
							14 \$ 51,571.94				
							15 \$ 53,525.47				
							16 \$ 54,527.62				
							17 \$ 55,497.31				
7990/7991	Family Care	Retention	Sr Analyst Financial 00084967000001	N/A	1	33JM	01 \$ 60,004.46	01 \$ 60,004.46	Immediate Recruitment Need	11/30/2015	
							02 \$ 62,673.10	02 \$ 62,673.10	Internal Equity		
							03 \$ 65,692.22	03 \$ 65,692.22	Misclassification		
							04 \$ 68,648.11	04 \$ 68,648.11	No Incumbent		
							05 \$ 71,664.74	05 \$ 71,664.74	Red Circled		
							06 \$ 74,627.70	06 \$ 74,627.70	X Retention		
							07 \$ 78,222.56	07 \$ 78,222.56	Other: Exceptional Performance		
							08 \$ 81,818.67				
							09 \$ 43,011.07				
7990/7991	Family Care	Reallocation	Accting Manager Family Care 00004610000001	N/A	1	32M	01 \$ 65,692.22	01 \$ 71,664.74	X Immediate Recruitment Need	12/6/2015	
							02 \$ 68,648.11	02 \$ 74,627.70	Internal Equity		
							03 \$ 71,664.74	03 \$ 78,222.56	Misclassification		
							04 \$ 74,627.70	04 \$ 81,818.67	X No Incumbent		
							05 \$ 78,222.56	05 \$ 85,356.75	Red Circled		
		Retention									
		X Other: Reallocation									
8000/8361	DHHS	Performance	Unit - Supervisor 00056690000007	N/A	1	26M	01 \$ 52,242.53	01 \$ 52,242.53	Immediate Recruitment Need	12/19/2015	
							02 \$ 54,093.94	02 \$ 54,093.94	Internal Equity		
							03 \$ 56,542.72	03 \$ 56,542.72	Misclassification		
							04 \$ 57,278.21	04 \$ 57,278.21	No Incumbent		
							05 \$ 60,004.46	05 \$ 60,004.46	Red Circled		
		Retention									
		X Other: Exceptional Performance									

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
8000/8364	DHHS	Performance	Disabilities Benefits Spec 00055745000001	N/A	1	13	01	\$ 35,151.17	13	01	\$ 35,151.17	Immediate Recruitment Need	11/30/015	
							02	\$ 36,260.02		02	\$ 36,260.02	Internal Equity		
							03	\$ 37,366.16		03	\$ 37,366.16	Misclassification		
							04	\$ 38,424.05		04	\$ 38,424.05	No Incumbent		
							05	\$ 39,444.91		05	\$ 39,444.91	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
8000/8364	DHHS	Performance	Disabilities Benefits Spec 00055745000001	N/A	1	13	01	\$ 35,151.17	13	01	\$ 35,151.17	Immediate Recruitment Need	11/30/2015	
							02	\$ 36,260.02		02	\$ 36,260.02	Internal Equity		
							03	\$ 37,366.16		03	\$ 37,366.16	Misclassification		
							04	\$ 38,424.05		04	\$ 38,424.05	No Incumbent		
							05	\$ 39,444.91		05	\$ 39,444.91	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
8000/8941	DHHS	Performance	Hum Srv Wrkr - Juvenile Justice 000563950000050	N/A	1	16C	01	\$ 34,644.90	16C	01	\$ 34,644.90	Immediate Recruitment Need	12/19/2015	
							02	\$ 35,452.56		02	\$ 35,452.56	Internal Equity		
							03	\$ 36,260.02		03	\$ 36,260.02	Misclassification		
							04	\$ 37,366.16		04	\$ 37,366.16	No Incumbent		
							05	\$ 38,424.05		05	\$ 38,424.05	Red Circled		
							06	\$ 39,444.91		06	\$ 39,444.91	Retention		
							07	\$ 40,651.73		07	\$ 40,651.73	X		Other: Exceptional Performance
							08	\$ 41,800.72		08	\$ 41,800.72			
							09	\$ 43,011.07		09	\$ 43,011.07			
							10	\$ 44,676.53		10	\$ 44,676.53			
							11	\$ 46,458.67		11	\$ 46,458.67			
							12	\$ 48,354.80		12	\$ 48,354.80			
							13	\$ 49,929.15		13	\$ 49,929.15			
							14	\$ 51,571.94		14	\$ 51,571.94			
							15	\$ 53,525.47		15	\$ 53,525.47			
							16	\$ 54,527.62		16	\$ 54,527.62			
							17	\$ 55,497.31		17	\$ 55,497.31			

RECLASS  
DAS FISCAL FORM  
1/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 1140  
Date of Advancement Request: 1/5/2016  
Date of anticipated advancement: 1/6/2016

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	1140	1149	00000001	Specialist Retirement	07PM	03	1	1.0	19.54	1,564	120	746	25	60,735	63,165
2	1140	1149	00000003	Specialist Retirement	07PM	01	1	1.0	18.26	1,460	112	732	25	57,607	59,912
3	1140	1149	00000002/4	Specialist Retirement	07PM	01	1	1.0	18.26	1,460	112	732	25	57,607	59,912
													SUBTOTAL:	175,950	182,988
RECLASS POSITION(S)*:															
2	1140	1149	TBD	Analyst Retirement	21M	01	1	1.0	20.75	1,660	127	759	25	63,657	66,203
2	1140	1149	TBD	Analyst Retirement	21M	01	1	1.0	20.75	1,660	127	759	25	63,657	66,203
3	1140	1149	TBD	Analyst Retirement	21M	01	2	2.0	20.75	1,660	127	759	25	127,314	132,406
													SUBTOTAL:	254,628	264,813
													TOTAL COST:	78,678	81,825

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

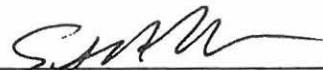
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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

  
\_\_\_\_\_  
Director of Performance, Strategy, and Budget

1-7-2016  
\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
1/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: DAS 1151/5700  
Date of Advancement Request: 1/5/2016  
Date of anticipated advancement: 1/17/2016

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate						2016 total	Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining			
EXISTING POSITION(S)*:																
1	1151	5751	00011270000001	Operations Coord SP	22M	01	1	1.0	21.58	1,726	132	768	25	65,666	68,293	
2	1151	5702	00065880000001	Facilities Mtce Coord	30M	01	1	1.0	28.42	2,274	174	844	25	82,280	85,571	
													SUBTOTAL:	147,946	153,864	
RECLASS POSITION(S)*:																
1	1151	5751	TBD	Specialist Facilities Management	23M	01	1	1.0	22.46	1,797	137	778	25	67,803	70,515	
2	1151	5702	TBD	Manager Operations Facilities	33M	01	1	1.0	32.52	2,601	199	888	25	92,217	95,906	
													SUBTOTAL:	160,020	166,421	
													TOTAL COST:		12,073	12,556

\* 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

No

COMMENT/NARRATIVE (optional):

SAR-Jh  
Director of Performance, Strategy, and Budget

1.7.2016  
DATE



RECLASS  
DAS FISCAL FORM  
1/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: Sheriff 4000  
Date of Advancement Request: 1/6/2016  
Date of anticipated advancement: TBD

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate						2016 total	Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining			
EXISTING POSITION(S)*:																
1	4000	4038	1290	Clerical Spec Sheriff	05P	09	1	1.0	20.15	1,612	123	753	25	62,209	64,697	
2																
3																
													SUBTOTAL:	62,209	64,697	
RECLASS POSITION(S)*:																
1	4000	4038	TBD	Coordinator Transportation Sheriff	22M	01	1	1.0	21.58	1,726	132	768	25	65,666	68,293	
2																
3																
													SUBTOTAL:	65,666	68,293	
													TOTAL COST:	3,458	3,596	

\* 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

No

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

1.7.2016

DATE

RECLASS  
DAS FISCAL FORM  
1/7/2016

REALLOCATION DAS Fiscal Form  
 Department: House of Correction      4300  
 Date of Advancement Request:      1/6/2016  
 Date of anticipated advancement:      TBD

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	4300	4315	20402	Mechanical Mtce Supt HOC	29M	05	1	1.0	32.52	2,601	199	888	25	92,217	95,906
2															
3															
													SUBTOTAL:	92,217	95,906
RECLASS POSITION(S)*:															
1	4300	4315	20402	Mechanical Mtce Supt HOC	29MN	03	1	1.0	34.44	2,756	211	910	25	96,896	100,772
2															
3															
													SUBTOTAL:	96,896	100,772
													TOTAL COST:	4,679	4,867

\* 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

No

COMMENT/NARRATIVE (optional):

*S.A.M. [Signature]*

Director of Performance, Strategy, and Budget

*1-7-2016*

DATE

RECLASS  
DAS FISCAL FORM  
1/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 7990  
Date of Advancement Request: 1/5/2016  
Date of anticipated advancement: TBD

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	7990	7991	00056161000001	Human Service Worker	16C	14	1	1.0	24.43	1,954	149	800	25	72,586	75,490
2	7990	7991	00004610000001	Acting Manager Family Care	32M	01	1	1.0	31.12	2,489	190	873	25	88,819	92,371
													SUBTOTAL:	161,405	167,861
RECLASS POSITION(S)*:															
1	7990	7991	TBD	LTC Functional Screener	26	01	1	1.0	25.24	2,019	154	809	25	74,552	77,534
2	7990	7991	00004610000001	Acting Manager Family Care	34M	01	1	1.0	33.94	2,716	208	904	25	95,684	99,512
													SUBTOTAL:	170,236	177,046
													TOTAL COST:	8,831	9,185


\* 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                      No

COMMENT/NARRATIVE (optional):

  
\_\_\_\_\_  
Director of Performance, Strategy, and Budget

1.7.2016  
\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
1/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 8000  
Date of Advancement Request: 1/5/2016  
Date of anticipated advancement: TBD

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	2016 total	Annual Total	
EXISTING POSITION(S)*:																
1	8000	8361	00056690000007	Unit - Supervisor	26M	03	1	1.0	26.78	2,143	164	826	25	78,301	81,433	
2	8000	8364	00055745000001	Disabilities Benefits Spec	13	01	1	1.0	16.65	1,332	102	714	25	53,709	55,858	
3	8000	8364	00055745000001	Disabilities Benefits Spec	13	01	1	1.0	16.65	1,332	102	714	25	53,709	55,858	
4	8000	8941	000563950000050	Hum Srv Wrkr - Juvenile Justice	16C	01	1	1.0	16.41	1,313	100	712	25	53,127	55,252	
														SUBTOTAL:	238,846	248,400
RECLASS POSITION(S)*:																
1	8000	8361	00056690000007	Unit - Supervisor	26M	05	1	1.0	28.42	2,274	174	844	25	82,280	85,571	
2	8000	8364	00055745000001	Disabilities Benefits Spec	13	03	1	1.0	17.70	1,416	108	726	25	56,256	58,506	
3	8000	8364	00055745000001	Disabilities Benefits Spec	13	03	1	1.0	17.70	1,416	108	726	25	56,256	58,506	
4	8000	8941	000563950000050	Hum Srv Wrkr - Juvenile Justice	16C	03	1	1.0	17.18	1,374	105	720	25	54,984	57,183	
														SUBTOTAL:	249,775	259,766
														TOTAL COST:	10,929	11,366

\* 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

No

COMMENT/NARRATIVE (optional):

*SANU*

Director of Performance, Strategy, and Budget

*1-7-2016*

DATE

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

^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
Airport	5040/5064	Asst Airport Pub Safe/Sec Mgr	N/A	28M	01	\$ 27.18	\$ 56,542.72	04	11/23/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 27.54	\$ 57,278.21			
					03	\$ 28.85	\$ 60,004.46			
					04	\$ 30.13	\$ 62,673.10			
					05	\$ 31.58	\$ 65,692.22			
Airport	5040/5051	Airport Mtce Wkr	N/A	15KZ	01	\$ 16.90	\$ 35,151.17	09	12/29/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.43	\$ 36,260.02			
					03	\$ 17.96	\$ 37,365.95			
					04	\$ 18.96	\$ 39,444.91			
					05	\$ 19.54	\$ 40,651.73			
					06	\$ 20.10	\$ 41,800.72			
					07	\$ 20.68	\$ 43,011.07			
					08	\$ 21.48	\$ 44,676.53			
					09	\$ 22.34	\$ 46,458.67			
					10	\$ 23.25	\$ 48,354.59			
					11	\$ 24.00	\$ 49,929.15			
					12	\$ 24.79	\$ 51,571.94			
Aging	7900	Human Service Wrk	N/A	16C	01	\$ 16.66	\$ 34,644.90	13	01/01/2016	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
DHHS	8000	Administrative Coordinator	N/A	27M	01	\$ 26.01	\$ 54,093.94	04	01/01/2016	Training and Experience exceed the minimum qualifications for the position
					02	\$ 27.18	\$ 56,542.72			
					03	\$ 27.54	\$ 57,278.21			
					04	\$ 28.85	\$ 60,004.46			
					05	\$ 30.13	\$ 62,673.10			

**INFORMATIONAL ONLY**

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

^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
Parks	9000/9036	Park Worker 3 Seas	Park Maint Wrkr 2 IC	18Z	01	\$ 20.08	\$ 41,771.18	1	12/07/2015	Promotion
					02	\$ 20.62	\$ 42,896.46			
					03	\$ 21.14	\$ 43,963.92			
					04	\$ 21.68	\$ 45,086.29			
					05	\$ 22.42	\$ 46,634.02			
Zoo	9500/9582	Accountant	Concession & Merchandise Manager	30M	01	\$ 28.85	\$ 60,004.46	2	12/27/2015	Promotion
					02	\$ 30.13	\$ 62,673.10			
					03	\$ 31.58	\$ 65,692.22			
					04	\$ 33.00	\$ 68,648.11			
					05	\$ 34.45	\$ 71,664.74			
Zoo	9500/9586	Zoo Worker 6 Seas	Stores Clerk 3	13	01	\$ 16.90	\$ 35,151.17	4	12/27/2015	Promotion
					02	\$ 17.43	\$ 36,260.02			
					03	\$ 17.96	\$ 37,366.16			
					04	\$ 18.47	\$ 38,424.05			
					05	\$ 18.96	\$ 39,444.91			
Zoo	9500/9515	Zookeeper	N/A	15	01	\$ 17.96	\$ 37,366.16	2	12/27/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 18.47	\$ 38,424.05			
					03	\$ 18.96	\$ 39,444.91			
					04	\$ 19.54	\$ 40,651.73			
					05	\$ 20.10	\$ 41,800.72			

**INFORMATIONAL ONLY**

**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Finance, Personnel & Audit Committee Meeting**  
**January 28, 2016**

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

**Dual Employment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**January 28, 2016**

<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  
January 28, 2016**

<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Middle Int</b>	<b>Title Description</b>	<b>Employee Class</b>	<b>Status</b>	<b>Emergency Appt Date</b>	<b>Appt Type</b>	<b>Pay Range</b>
Courts	Carlson	Carol	W	Coordinator Court-	A	F	1/4/2016	EA	29M
DAS	Lucas	Jeremy		Analyst Budget and Mgmt	A	F	7/6/2015	EA	26M
DAS	Lukasik	Lara		Analyst Budget and Mgmt	A	F	7/6/2015	EA	26M
Family Care	Sabesan	Bridget		RN 2 - Family Care	A	F	12/7/2015	EA	18N
Family Care	Zimmer	Kris	A	Human Ser Wkr Fam Care	A	F	11/23/2015	EA	16C

**Temporary Appointment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**January 28, 2016**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in		Appt Type
								Payroll Period	Temporary Appt Date	
IMSD	1163	Davids-Modschier	Julian	61010008	Info Systems Intern	A	I		7/20/2015	HT
DOT	5140	Bartz	Robert	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Brown	Andre	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Coleman	Kimberly	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Cruz	Reynaldo	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Dundon	Nicholas	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5160	Fromm	Barry	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Fugere	Daryl	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Goodwin	Kelvin	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5140	Johnson	Dennis	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Jones	Terrell	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Kohlheim	Keith	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5140	Laack	Jerome	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Lessard	Dean	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Luedtke	Michael	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Manka	John	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Maternowski	Kyle	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	McKay	Dwayne	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Monroe	Mark	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Schaffer	Michael	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Sitarz	Clayton	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Smith	Derek	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Stern	Marcus	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Stueck	Donald	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Weeks	Vann	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Woods	Edward	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Zieman	Robert	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA

**Temporary Assignment to a Higher Classification (TAHC) Report**  
**Finance, Personnel & Audit Committee Meeting**  
**January 28, 2016**

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
IMSD	David	Haley	IT Manager - Applications	14Z	23CM	Network Tech Spec 4	9/15/2015	11/22/2015	3/24/2016		Vacant position
MSCO	Michael	Hannah	Corr Offcr 1 Sheriff	14Z	23CM	Correction Officer Lt.	9/27/2015	12/17/2015	12/16/2015		Incumbent on TAHC
MSCO	Nancy	Evans	Deputy Sheriff Captain	901E	915E	Deputy Inspector	11/28/2015		2/25/2016		Incumbment Resigned
MSCO	James	Cox	Deputy Sheriff Captain	901E	915E	Deputy Inspector	11/28/2015		2/25/2016		Incumbment Resigned
MSCO	Aaron	Dobson	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		1/21/2016		Vacant position
MSCO	Eric	Worden	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		1/21/2016		Vacant position
MSCO	Bradley	Lessila	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	11/28/2015		2/25/2016		Vacant position
MSCO	Dennis	Konkel	Dep Sheriff Lt.	30M	915E	Sheriff Captain	11/28/2015		2/25/2016		Vacant position
Parks	Blake	Prusak	Electrical Mech Dot	5409	5412	Electrical Mech Supv	10/26/2015		1/25/2016		Vacant position
Med Exam	Sheila	Plowman	Mgmt Asst - ME	06PM	25	Investigator Forensic-	9/26/2015	1/29/2016	1/29/2016		Vacant Position
Family Care	Diane	Rogstad	Contract Serv Coord (CMO)	16DC	27	Human Ser Wkr Fam Care	11/9/2015		2/6/2016		
Comptroller	Carol	Coates	Supervisor Payroll-	18 DC	22 DC	Specialist Payroll-	12/1/2015		2/28/2016		Incumben Resigned
Courts	Donald	Ness	Deputy Court Clerk	19Z	28M	Deputy Administrator Divison	10/19/2015		1/18/2016		Incumbent out on leave
DOT-Airport	Lidwin	Michael	Auto and Equip Serv Tech	19	20	Auto and Equip Serv Tech DOT	11/1/2015		1/29/2016		
Zoo	Alissa	Gottfreid	Heritage Farm Attdt Seas	5119	15	Zookeeper	12/8/2015		3/6/2016		Incumbent retirement
Zoo	Rebecca	Ventela	Zoo Worker 6 Seas	5119	16M	Guest Services Supervisor	10/20/2015	11/10/2015	1/17/2016		Incumbent promoted