


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

**DATE** : June 30, 2014

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

**FROM** : Rick Ceschin, Deputy Director of Human Resources 

**SUBJECT** : **Informational Report for 07/24/2014**  
**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 June 24, 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 July 24, 2014 Finance, Personnel & Audit Committee Meeting for informational purposes.

RC:jam

Copy: HR Managers

### Finance, Personnel & Audit Committee Meeting Compensation Report JULY 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		
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Audit Adm Asst 00084910000001	Executive Assistant TBD	1	24M	01 \$ 47,817.57	25M	01 \$ 49,645.69	Immediate Recruitment Need	
							02 \$ 49,645.69		02 \$ 51,470.44		Internal Equity
							03 \$ 51,470.44		03 \$ 53,294.56		Misclassification
							04 \$ 53,294.56		04 \$ 55,707.12		No Incumbent
							05 \$ 55,707.12		05 \$ 56,431.69		Red Circled
									Retention		
									Other:		
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Audit Mgr 00088590000001	Audit Manager TBD	1	916E	01 \$ 70,128.07	36M	01 \$ 77,066.59	Immediate Recruitment Need	
							02 \$ 73,634.72		02 \$ 80,609.59		Internal Equity
							03 \$ 77,140.75		03 \$ 84,095.23		Misclassification
							04 \$ 80,647.19		04 \$ 87,640.12		No Incumbent
							05 \$ 84,153.85		05 \$ 91,185.85		Red Circled
							06 \$ 86,783.84				Retention
							07 \$ 89,413.41				
							08 \$ 91,166.74				
									Other:		
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Audit Mgr 00088590000002	Audit Manager TBD	1	916E	01 \$ 70,128.07	36M	01 \$ 77,066.59	Immediate Recruitment Need	
							02 \$ 73,634.72		02 \$ 80,609.59		Internal Equity
							03 \$ 77,140.75		03 \$ 84,095.23		Misclassification
							04 \$ 80,647.19		04 \$ 87,640.12		No Incumbent
							05 \$ 84,153.85		05 \$ 91,185.85		Red Circled
							06 \$ 86,783.84				Retention
							07 \$ 89,413.41				
							08 \$ 91,166.74				
									Other:		
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Audit Comp Mgr 00089870000001	Audit Compliance Manager TBD	1	916E	01 \$ 70,128.07	36M	01 \$ 77,066.59	Immediate Recruitment Need	
							02 \$ 73,634.72		02 \$ 80,609.59		Internal Equity
							03 \$ 77,140.75		03 \$ 84,095.23		Misclassification
							04 \$ 80,647.19		04 \$ 87,640.12		No Incumbent
							05 \$ 84,153.85		05 \$ 91,185.85		Red Circled
							06 \$ 86,783.84				Retention
							07 \$ 89,413.41				
							08 \$ 91,166.74				
									Other:		
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Lead Auditor 00085460000004	Lead Auditor TBD	1	29M	01 \$ 56,431.69	30M	01 \$ 59,117.77	Immediate Recruitment Need	
							02 \$ 59,117.77		02 \$ 61,746.92		Internal Equity
							03 \$ 61,746.92		03 \$ 64,721.45		Misclassification
							04 \$ 64,721.45		04 \$ 67,633.79		No Incumbent
							05 \$ 67,633.79		05 \$ 70,605.58		Red Circled
									Retention		
									Other:		

### Finance, Personnel & Audit Committee Meeting Compensation Report JULY 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.  
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(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			
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Adm Sec Lead Auditor 0008546000001 , 2, 3, 5	Lead Auditor TBD	4	29M	01	\$ 56,431.69	30M	01	\$ 59,117.77	<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 <input type="checkbox"/> Other:
							02	\$ 59,117.77		02	\$ 61,746.92	
							03	\$ 61,746.92		03	\$ 64,721.45	
							04	\$ 64,721.45		04	\$ 67,633.79	
							05	\$ 67,633.79		05	\$ 70,605.58	
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Perform Evaluator 3 0000451000001, 2, 3, 6, 7	Auditor 00004511	5	25M	01	\$ 49,645.69	26M	01	\$ 51,470.44	<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 <input type="checkbox"/> Other:
							02	\$ 51,470.44		02	\$ 53,294.56	
							03	\$ 53,294.56		03	\$ 55,707.12	
							04	\$ 55,707.12		04	\$ 56,431.69	
							05	\$ 56,431.69		05	\$ 59,117.77	
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Perform Evaluator 1 0000451000008	Associate Auditor TBD	1	18M	01	\$ 39,269.62	21M	01	\$ 43,157.15	<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 <input type="checkbox"/> Other:
							02	\$ 40,379.69		02	\$ 44,879.18	
							03	\$ 41,548.57		03	\$ 46,710.45	
							04	\$ 43,157.15		04	\$ 48,231.43	
							05	\$ 44,879.18		05	\$ 49,818.37	
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Perform Evaluator 1 0000451000004	Associate Auditor TBD	1	18M	01	\$ 39,269.62	21M	01	\$ 43,157.15	<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 <input type="checkbox"/> Other:
							02	\$ 40,379.69		02	\$ 44,879.18	
							03	\$ 41,548.57		03	\$ 46,710.45	
							04	\$ 43,157.15		04	\$ 48,231.43	
							05	\$ 44,879.18		05	\$ 49,818.37	
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Perform Evaluator 1 0000451000005	Associate Auditor TBD	1	18M	01	\$ 39,269.62	21M	01	\$ 43,157.15	<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 <input type="checkbox"/> Other:
							02	\$ 40,379.69		02	\$ 44,879.18	
							03	\$ 41,548.57		03	\$ 46,710.45	
							04	\$ 43,157.15		04	\$ 48,231.43	
							05	\$ 44,879.18		05	\$ 49,818.37	

### Finance, Personnel & Audit Committee Meeting Compensation Report JULY 2014

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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.		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Auditor Asst 1 00004671000001	Audit Assistant TBD	1	9	01	\$ 31,073.35	15	01	\$ 36,814.00	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02	\$ 31,852.54		02	\$ 37,856.21	
							03	\$ 32,685.09		03	\$ 38,861.86	
							04	\$ 33,595.78		04	\$ 40,051.12	
							05	\$ 34,892.40		05	\$ 41,183.03	
3700 / 3741	Office of the Comptroller - Audit	RECLASSIFICATION	Auditor Asst 3 00004671000002	Audit Assistant TBD	1	14	01	\$ 35,724.10	15	01	\$ 36,814.00	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02	\$ 36,814.00		02	\$ 37,856.21	
							03	\$ 37,856.21		03	\$ 38,861.86	
							04	\$ 38,861.86		04	\$ 40,051.12	
							05	\$ 40,051.12		05	\$ 41,183.03	
3700 / 3758	Office of the Comptroller	RECLASSIFICATION	Accountant 3 00004301000001	Accountant TBD	1	21	01	\$ 44,016.38	25M	01	\$ 49,645.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02	\$ 45,772.02		02	\$ 51,470.44	
							03	\$ 47,640.05		03	\$ 53,294.56	
							04	\$ 49,191.28		04	\$ 55,707.12	
							05	\$ 50,809.74		05	\$ 56,431.69	
9910 / 9910	UW Extension	RECLASSIFICATION	Executive Asst-UW Extension 00000063000001	Senior Executive Assistant TBD	1	06PM	01	\$ 34,764.46	28M	01	\$ 55,707.12	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02	\$ 35,991.12		02	\$ 56,431.69	
							03	\$ 37,218.40		03	\$ 59,117.77	
							04	\$ 38,445.27		04	\$ 61,746.92	
							05	\$ 39,672.35		05	\$ 64,721.45	
							06	\$ 40,899.00				
							07	\$ 42,126.50				
							08	\$ 43,353.37				
							09	\$ 44,579.82				

RECLASS  
DAS FISCAL FORM  
6/24/2014

RECLASSIFICATION DAS FISCAL FORM  
 Department: Comptroller 3700  
 Date of Advancement Request:  
 Date of anticipated advancement: 7/28/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate						2014 total	Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining			
EXISTING POSITION(S)*:																
1	3700	3741	8491	Adm Sec Audit Adm Asst	24M	03	1	1.0	24.75	1,980	151	746	11	31,646	74,799	
2	3700	3741	8859	Adm Sec Audit Mgr	916E	01	1	1.0	33.72	2,697	206	823	11	40,996	96,899	
3	3700	3741	8859	Adm Sec Audit Mgr	916E	05	1	1.0	40.46	3,237	248	882	11	48,024	113,512	
4	3700	3741	8987	Adm Sec Audit Comp Mgr	916E	05	1	1.0	40.46	3,237	248	882	11	48,024	113,512	
5	3700	3741	8546	Adm Sec Lead Auditor	29M	01	1	1.0	27.13	2,170	166	766	11	34,132	80,675	
6	3700	3741	8546	Adm Sec Lead Auditor	29M	05	4	4.0	32.52	2,601	199	813	11	158,983	375,777	
7	3700	3741	4510	Perform Evaluator 3	25M	01	5	5.0	23.87	1,909	146	738	11	153,656	363,187	
8	3700	3741	4510	Perform Evaluator 1	18M	02	1	1.0	19.41	1,553	119	700	11	26,088	61,662	
9	3700	3741	4510	Perform Evaluator 1	18M	04	1	1.0	20.75	1,660	127	711	11	27,480	64,952	
10	3700	3741	4510	Perform Evaluator 1	18M	04	1	1.0	20.75	1,660	127	711	11	27,480	64,952	
11	3700	3741	4671	Auditor Asst 1	9	01	1	1.0	14.94	1,195	91	661	11	21,424	50,638	
12	3700	3741	4671	Auditor Asst 3	14	02	1	1.0	17.70	1,416	108	685	11	24,301	57,438	
13	3700	3758	4301	Accountant 3	21	05	1	1.0	24.43	1,954	149	743	11	31,315	74,016	
													SUBTOTAL:	673,546	1,592,018	
RECLASS POSITION(S)*:																
1	3700	3741	TBD	Executive Assistant	25M	02	1	1.0	24.75	1,980	151	746	11	31,646	74,799	
2	3700	3741	TBD	Audit Manager	36M	01	1	1.0	37.05	2,964	227	852	11	44,473	105,117	
3	3700	3741	TBD	Audit Manager	36M	04	1	1.0	42.13	3,371	258	896	11	49,771	117,642	
4	3700	3741	TBD	Audit Compliance Manager	36M	04	1	1.0	42.13	3,371	258	896	11	49,771	117,642	
5	3700	3741	TBD	Lead Auditor	30M	01	1	1.0	28.42	2,274	174	778	11	35,478	83,857	
6	3700	3741	TBD	Lead Auditor	30M	04	4	4.0	32.52	2,601	199	813	11	158,983	375,777	
7	3700	3741	4511	Auditor	26M	01	5	5.0	24.75	1,980	151	746	11	158,228	373,994	
8	3700	3741	TBD	Associate Auditor	21M	01	1	1.0	20.75	1,660	127	711	11	27,480	64,952	
9	3700	3741	TBD	Associate Auditor	21M	01	1	1.0	20.75	1,660	127	711	11	27,480	64,952	
10	3700	3741	TBD	Associate Auditor	21M	01	1	1.0	20.75	1,660	127	711	11	27,480	64,952	
11	3700	3741	TBD	Audit Assistant	15	01	1	1.0	17.70	1,416	108	685	11	24,301	57,438	
12	3700	3741	TBD	Audit Assistant	15	01	1	1.0	17.70	1,416	108	685	11	24,301	57,438	
13	3700	3758	TBD	Accountant	25M	02	1	1.0	24.75	1,980	151	746	11	31,646	74,799	
													SUBTOTAL:	691,036	1,633,357	
													TOTAL COST:	17,489	41,339	

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional):

  
 Director of Performance, Strategy, and Budget

6-30-14  
 DATE

RECLASS  
DAS FISCAL FORM  
6/24/2014

RECLASSIFICATION DAS FISCAL FORM

Department: 1910 UW Extension  
Date of Advancement Request: 6/20/2014  
Date of anticipated advancement: 7/28/2014

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	2014 total	Annual Total	
																EXISTING POSITION(S)*:
1	1910	1910	630000001	Executive Asst-UW Extension	06PM	01	1	1.0	16.71	1,337	102	676	11	23,274	55,011	
2																
3																
													SUBTOTAL:	23,274	55,011	
1		1910	1910	TBD	Senior Executive	28M	01	1	1.0	26.78	2,143	164	763	11	33,769	79,817
2																
3																
													SUBTOTAL:	33,769	79,817	
													TOTAL COST:	10,495	24,807	

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: No

COMMENT/NARRATIVE (optional):

This position is currently vacant and will not be filled during 2014.

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

6-30-14  
\_\_\_\_\_  
DATE

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
July 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
Administrative Services	1152	N/A	Buyer	21	01	\$ 21.1617	\$ 44,016.38	03	06/02/2014	New Hire Appointment / 10+ years procurement experience
					02	\$ 22.0058	\$ 45,772.02			
					03	\$ 22.9039	\$ 47,640.05			
					04	\$ 23.6497	\$ 49,191.28			
					05	\$ 24.4278	\$ 50,809.74			
Comptroller	3700	N/A	Supervisor Audit Forensic	32M	01	\$ 31.1161	\$ 64,721.45	03	06/24/2014	New Hire Appointment /forensic audit experience
					02	\$ 32.5162	\$ 67,633.79			
					03	\$ 33.9450	\$ 70,605.58			
					04	\$ 35.3485	\$ 73,524.85			
					05	\$ 37.0512	\$ 77,066.59			
District Attorney's Office	4500	N/A	Administrative Intern	01IM	01	\$ 11.2140	\$ 23,325.18	07	06/23/2014	New Hire Appointment / Law degree exceeds minimum qualifications
					02	\$ 11.6045	\$ 24,137.35			
					03	\$ 12.2488	\$ 25,477.45			
					04	\$ 12.5365	\$ 29,075.97			
					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	\$ 16.6697	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			
Family Care	7990	N/A	Human Service Worker	16c	01	\$ 16.4100	\$ 34,132.75	13	05/30/2014	New Hire Appointment / 20+ years experience/training
					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	\$ 20.3720	\$ 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  
July 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
Facilities Management	5700	N/A	Environmental Engineer	32A	01	\$ 22.0326	\$ 45,827.82	2	06/03/2014	New Hire Appointment / 1+ years experience/completion of internship
					02	\$ 22.9199	\$ 47,673.43			
					03	\$ 23.7965	\$ 49,496.66			
					04	\$ 24.6837	\$ 51,342.06			
					05	\$ 25.5709	\$ 53,187.46			
					06	\$ 26.4476	\$ 55,010.91			
					07	\$ 27.3348	\$ 56,856.30			
					08	\$ 28.2221	\$ 58,701.92			
					09	\$ 29.1093	\$ 60,547.32			
					10	\$ 29.9858	\$ 62,370.55			
					11	\$ 30.8732	\$ 64,216.16			
					12	\$ 31.7603	\$ 66,061.35			
					13	\$ 32.6370	\$ 67,855.00			
					14	\$ 33.5242	\$ 69,730.40			
					15	\$ 34.4115	\$ 71,576.01			
					16	\$ 35.2986	\$ 73,420.99			
					17	\$ 36.1753	\$ 75,244.65			
					18	\$ 37.0625	\$ 77,090.05			
					19	\$ 37.9497	\$ 78,935.45			
					20	\$ 38.8264	\$ 80,758.89			
					21	\$ 39.1433	\$ 81,418.01			
DOT - Airport	5040	N/A	GIS Specialist	25	01	\$ 24.3432	\$ 50,633.90	05	03/26/2014	Exemplary Performance
					02	\$ 25.2377	\$ 52,494.37			
					03	\$ 26.1323	\$ 54,355.26			
					04	\$ 27.3150	\$ 56,815.30			
					05	\$ 28.0501	\$ 59,281.00			
DHHS	8000	N/A	Clinical Program Manager	34M	01	\$ 33.9450	\$ 70,605.58	05	06/17/2014	New Hire Appointment /29+ years experience
					02	\$ 35.3485	\$ 73,524.85			
					03	\$ 37.0512	\$ 77,066.59			
					04	\$ 38.7546	\$ 80,609.58			
					05	\$ 40.4304	\$ 84,095.23			
Zoo	9500	N/A	Senior Cash Accounting Assistant	06P	01	\$ 17.0462	\$ 35,456.04	04	06/22/2014	Promotion
					02	\$ 17.6476	\$ 36,707.07			
					03	\$ 18.2496	\$ 37,959.15			
					04	\$ 18.8511	\$ 39,210.38			
					05	\$ 19.4526	\$ 40,461.41			
					06	\$ 20.0543	\$ 41,712.85			
					07	\$ 20.6559	\$ 42,964.30			
					08	\$ 21.2577	\$ 44,215.96			
					09	\$ 21.8592	\$ 45,467.19			



**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Finance, Personnel & Audit Committee Meeting**  
**July 24, 2014**

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

**Dual Employment Report  
Finance, Personnel & Audit Committee Meeting  
July 24, 2014**

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

Emergency Appointment Report  
Finance, Personnel & Audit Committee Meeting  
July 24, 2014

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt Date	Pay Range
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**  
**July 24, 2014**

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<b>Requestor</b>	<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Title Code</b>	<b>Title Description</b>	<b>Emp Class</b>	<b>Status</b>	<b># of Hours in Payroll Period</b>	<b>Temporary Appt Date</b>	<b>Appt Type</b>
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**  
**July 24, 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
DHHS	Theresa	Randall	Clerical Specialist	05P	27DC	Contract Services Coordinator	4/27/2014		7/25/2014		Incumbent promoted
										Bd	
DAS-Facilities Mgmt	Gary	Waszak	Fac Mtce Manager	916E	903E	Facilities Management Director	3/10/2014	6/7/2014	9/3/2014	Action	Vacant position
DAS-Facilities Mgmt	Ronald	Owings	Facilities Wrkr IV IC	19DC	30M	Facilities Mtce Coordinator	2/24/2014	5/24/2014	8/21/2014	HR	Incumbent on TAHC
DAS-Disabilities	Timothy	Ochnikowski	Asst Dir Off Handicapped	27M	901E	ExDir1 Dir Opd	3/25/2014	6/1/2014	8/9/2014	HR	Incumbent Retired
MCSO	George	Gold	CO LT	23CM	915E	CO Manager	4/27/2014		7/25/2014		Vacant position
MCSO	Tinita	Holmes	CO LT	23CM	915E	CO Manager	6/15/2014		9/12/2014		Vacant position
MCSO	William	Whitinger	CO 1	14Z	23CM	CO LT	5/25/2014		8/22/2014		Vacant position
Aging	Shirly	Gunawan	Secretarial Asst	04P	06PM	Executive Asst Aging	4/29/2014		7/27/2014		Incumbent termed
										Bd	
DHR	Bonica	Voss	HR Analyst	17JM	30M	HR Generalist	1/13/2014	4/13/2014	7/31/2014	Action	Incumbent transferred
DHHS	Kenneth	Biami	Juvenile Correction Officer	14Z	28M	Juvenile Correctional Supvr	6/11/2014		9/8/2014		Incumbent promoted
DHHS	Terrell	Martin	Juvenile Correction Supvr	33M	33M	Asst Juvenile Detention Superinten	6/11/2014		9/8/2014		New position
Parks	Kenneth	Keffer	Park Worker 3 - Seas	5108	14DC	Park Naturalist	2/17/2014	5/18/2014	8/15/2014	HR	Incumbent military service
HOC	Anita	Kent	Distribution Asst	2P	3P	Fiscal Asst 1	1/15/2014	4/2/2014	8/1/2014	HR	Vacant position

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.*