



Milwaukee County  
Department of Human Resources  
INTER-OFFICE COMMUNICATION

File 25-16  
Revised

Date: November 20, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Tony L. Maze, Total Awards Director, Department of Human Resources

Subject: From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

File Type: Informational Report

REQUEST

HR is providing an informational report for the December 2025, Personnel Committee Meeting, Reference File 25-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Wisconsin State Statutes:	<a href="#">63.05 (3)</a> , <a href="#">63.07</a>
Milwaukee County Code of General Ordinances:	<a href="#">17.05 (2)</a> , <a href="#">17.10</a> , <a href="#">17.09</a> , <a href="#">17.23</a> , <a href="#">17.08</a> , <a href="#">17.085</a> , <a href="#">17.265</a>

BACKGROUND

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the upcoming agenda of the Personnel Committee Meeting for informational purposes.

Related File No's:	<a href="#">File 25-16</a>
Previous Action Date(s):	01/14/2025, 03/04/2025, 04/08/2025, 05/06/2025, 06/10/2025, 07/08/2025, 09/02/2025

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3B: Enhance the County's fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

**VIRTUAL MEETING INVITES**

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**PREPARED BY:**

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Genaro Baez, Director of Talent Acquisition, HR Operations and Learning & Development,  
Department of Human Resources  
Dan Laurila, Operating Budget Manager, Department of Administrative Services

**APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

**ATTACHMENTS:**

Reclassifications

Advancements within the pay range

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 November 10, 2025)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk  
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office  
Aaron Hertzberg, Director, Department of Administrative Services  
Joe Lamers, Director - Strategy, Performance & Budget  
Steve Cady, Research & Policy Director, Office of the Comptroller  
HR Business Partners  
Clarence Kinnard, Committee Coordinator, Office of the County Clerk

Personnel Committee Meeting  
Compensation Report  
December 2025

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.

						Current				Recommended							
Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max	New Sal Only	Classification	Percentage	Effective Date	Comp Reason
1	Reclassification	Parks	Administrative Secretary Graphic Designer Parks	Coordinator Marketing	1	NR20	\$49,254.40	\$73,881.60	\$58,011.20	27	\$65,374.40	\$78,000.00	\$67,995.20	Classified	17.20%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	Parks	Concession - In-Charge	Park Unit Coordinator II Concession	1	18Z	\$49,483.20	\$55,307.20	\$53,435.20	24M	\$57,553.60	\$66,996.80	\$57,553.60	Classified	7.70%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	Highways	Dispatch Clerk	Highway Administrative Specialist	1	NR13	\$32,760.00	\$49,150.40	\$48,193.60	NR20	\$49,254.40	\$73,881.60	\$50,481.60	Classified	4.70%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Highways	Fiscal Assistant II Nm	Highway Administrative Specialist	1	NR15	\$36,795.20	\$55,203.20	\$53,560.00	NR20	\$49,254.40	\$73,881.60	\$53,560.00	Classified	0.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	Highways	Highway Maintenance Worker III	Lead Highway Maintenance Worker	1	NR21	\$52,228.80	\$78,312.00	\$59,820.80	NR21	\$52,228.80	\$78,312.00	\$66,560.00	Classified	11.30%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	Clerk	Coordinator Committee	Coordinator Committee County Clerk	1	23M	\$56,139.20	\$64,459.20	\$64,459.20	NR19	\$46,446.40	\$69,700.80	\$65,999.77	Unclassified	2.40%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	Clerk	Coordinator Committee	Coordinator Committee County Clerk	1	23M	\$56,139.20	\$64,459.20	\$64,459.20	NR19	\$46,446.40	\$69,700.80	\$65,999.77	Unclassified	2.40%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	Clerk	Coordinator Committee	Coordinator Committee County Clerk	1	23M	\$56,139.20	\$64,459.20	\$59,176.00	NR19	\$46,446.40	\$69,700.80	\$60,359.52	Unclassified	2.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	Clerk	Coordinator Committee	Coordinator Committee County Clerk	1	23M	\$56,139.20	\$64,459.20	\$59,176.00	NR19	\$46,446.40	\$69,700.80	\$60,359.52	Unclassified	2.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	Clerk	Communication Specialist	Communication Specialist County Clerk	1	22	\$55,016.00	\$63,419.20	\$63,419.20	NR21	\$52,228.80	\$78,312.00	\$65,955.76	Unclassified	4.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
11	Reclassification	Clerk	Deputy County Clerk	County Clerk Deputy	1	901E	\$74,880.00	\$109,595.20	\$109,580.64	NR33E	\$105,060.80	\$157,539.20	\$117,251.28	Unclassified	7.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
12	Reclassification	DHHS	Clerical Assistant	DHHS System Navigator	1	NR13	\$32,760.00	\$49,150.40	\$43,492.80	22	\$55,016.00	\$63,419.20	\$56,160.00	Classified	29.10%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
13	Reclassification	DHHS	Office Support Assistant II Nm	DHHS System Navigator	1	NR12	\$30,929.60	\$46,342.40	\$38,958.40	22	\$55,016.00	\$63,419.20	\$55,016.00	Classified	41.20%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
14	Reclassification	DHHS	Unit Therapist	Lead Unit Therapist	1	27	\$65,374.40	\$78,000.00	\$66,560.00	NR24	\$62,171.20	\$93,267.20	\$74,880.00	Classified	12.50%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
15	Reclassification	Corp Counsel	Paralegal	Sr Paralegal	1	NR20	\$49,254.40	\$73,881.60	\$73,881.60	NR23	\$58,676.80	\$87,984.00	\$75,358.40	Classified	2.00%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
16	Reclassification	DAS-IMSD	Systems Engineer	Infrastructure Services Architect	1	NR27	\$74,048.00	\$111,072.00	\$101,587.20	NR30E	\$88,212.80	\$132,288.00	\$116,000.00	Classified	14.20%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
17	Reclassification	District Attorney	Management Assistant - DA Nm	Victim Witness Clerical Supervisor	1	NR17	\$41,350.40	\$62,046.40	\$47,819.20	NR22	\$55,348.80	\$83,012.80	\$55,348.80	Classified	13.10%	12/21/2025	Reclassing position to align job title with job duties and responsibilities.
18	Advancement	Human Resources	Manager Benefits and HR Metrics	Manager Benefits and HR Metrics	1	37M	\$96,907.20	\$115,252.80	\$96,907.20	37M	\$96,907.20	\$115,252.80	\$102,000.00	Classified	5.30%	12/21/2025	Advancement in Range
19	Advancement	Human Resources	Employee Engagement Coordinator	Employee Engagement Coordinator	1	33M	\$81,328.00	\$96,907.20	\$92,830.40	33M	\$81,328.00	\$96,907.20	\$96,907.20	Classified	4.40%	12/21/2025	Advancement in Range
20	Advancement	Sheriff	Clerical Specialist	Clerical Specialist	1	NR14	\$34,736.00	\$52,104.00	\$50,398.40	NR14	\$34,736.00	\$52,104.00	\$51,064.00	Classified	1.30%	2/16/2025	Advancement in Range
21	Advancement	Sheriff	Public Safety Security Officer	Public Safety Security Officer	1	NR14	\$34,736.00	\$52,104.00	\$40,123.20	NR14	\$34,736.00	\$52,104.00	\$41,600.00	Classified	3.70%	3/30/2025	Advancement in Range

22	Advancement	Sheriff	Public Safety Security Officer	Public Safety Security Officer	1	NR14	\$34,736.00	\$52,104.00	\$41,080.00	NR14	\$34,736.00	\$52,104.00	\$43,763.20	Classified	6.50%	3/30/2025	Advancement in Range
23	Advancement	Parks	Recreation Program Supervisor	Recreation Program Supervisor	1	18Z	\$49,483.20	\$55,307.20	\$50,377.60	18Z	\$49,483.20	\$55,307.20	\$52,832.00	Classified	4.90%	9/28/2025	Advancement in Range
24	Advancement	Parks	Head Lifeguard	Head Lifeguard	1	09M	\$49,545.60	\$56,430.40	\$49,545.60	09M	\$49,545.60	\$56,430.40	\$53,560.00	Classified	8.10%	9/28/2025	Advancement in Range
25	Advancement	Parks	Head Lifeguard	Head Lifeguard	1	09M	\$49,545.60	\$56,430.40	\$50,481.60	09M	\$49,545.60	\$56,430.40	\$53,560.00	Classified	6.10%	9/28/2025	Advancement in Range
26	Advancement	Parks	Parks Unit Coordinator	Parks Unit Coordinator	1	27	\$65,374.40	\$78,000.00	\$66,289.60	27	\$65,374.40	\$78,000.00	\$68,120.00	Classified	2.80%	9/28/2025	Advancement in Range
27	Advancement	Parks	Parks Unit Coordinator	Parks Unit Coordinator	1	27	\$65,374.40	\$78,000.00	\$65,603.20	27	\$65,374.40	\$78,000.00	\$69,160.00	Classified	5.40%	9/28/2025	Advancement in Range
28	Advancement	DAS	Associate Accountant	Associate Accountant	1	NR17	\$41,350.40	\$62,046.40	\$57,283.20	NR17	\$41,350.40	\$62,046.40	\$59,002.20	Classified	3.00%	12/21/2025	Advancement in Range
29	Advancement	Corp Counsel	Assistant Corporation Counsel	Assistant Corporation Counsel	1	AT32	\$99,091.20	\$148,636.80	\$122,678.40	AT32	\$99,091.20	\$148,636.80	\$130,000.00	Classified	6.00%	12/21/2025	Advancement in Range
30	Advancement	Comptroller	Specialist Payroll	Specialist Payroll	1	NR20	\$49,254.40	\$73,881.60	\$49,524.80	NR20	\$49,254.40	\$73,881.60	\$51,022.40	Classified	3.00%	12/21/2025	Advancement in Range
31	Advancement	Comptroller	Specialist Payroll	Specialist Payroll	1	NR20	\$49,254.40	\$73,881.60	\$49,254.40	NR20	\$49,254.40	\$73,881.60	\$50,731.20	Classified	3.00%	12/21/2025	Advancement in Range
32	Advancement	Comptroller	Specialist Payroll	Specialist Payroll	1	NR20	\$49,254.40	\$73,881.60	\$53,123.20	NR20	\$49,254.40	\$73,881.60	\$54,974.40	Classified	3.50%	12/21/2025	Advancement in Range
33	Advancement	Comptroller	Expense Management Specialist	Expense Management Specialist	1	NR20	\$49,254.40	\$73,881.60	\$55,536.00	NR20	\$49,254.40	\$73,881.60	\$57,470.40	Classified	3.50%	12/21/2025	Advancement in Range
34	Advancement	Comptroller	Director of Capital Finance	Director of Capital Finance	1	NR32	\$99,091.20	\$148,636.80	\$138,715.20	NR32	\$99,091.20	\$148,636.80	\$141,498.50	Classified	2.00%	12/21/2025	Advancement in Range
35	Advancement	Comptroller	Analyst Research Comptroller	Analyst Research Comptroller	1	NR23	\$58,676.80	\$87,984.00	\$64,272.00	NR23	\$58,676.80	\$87,984.00	\$67,485.60	Classified	5.00%	12/21/2025	Advancement in Range
36	Advancement	Comptroller	Analyst Research Comptroller	Analyst Research Comptroller	1	NR23	\$58,676.80	\$87,984.00	\$64,272.00	NR23	\$58,676.80	\$87,984.00	\$67,485.60	Classified	5.00%	12/21/2025	Advancement in Range
37	Advancement	Comptroller	Analyst Research Comptroller	Analyst Research Comptroller	1	NR23	\$58,676.80	\$87,984.00	\$74,484.80	NR23	\$58,676.80	\$87,984.00	\$78,209.04	Classified	5.00%	12/21/2025	Advancement in Range
38	Advancement	Comptroller	Sr Accountant	Sr Accountant	1	NR23	\$58,676.80	\$87,984.00	\$71,073.60	NR23	\$58,676.80	\$87,984.00	\$74,627.28	Classified	5.00%	12/21/2025	Advancement in Range
39	Advancement	Comptroller	Director Research and Policy	Director Research and Policy	1	NR32	\$99,091.20	\$148,636.80	\$135,532.80	NR32	\$99,091.20	\$148,636.80	\$138,243.46	Classified	2.00%	12/21/2025	Advancement in Range
40	Advancement	Comptroller	Financial Services Director	Financial Services Director	1	NR32	\$99,091.20	\$148,636.80	\$132,828.80	NR32	\$99,091.20	\$148,636.80	\$137,477.81	Classified	3.50%	12/21/2025	Advancement in Range
41	Advancement	Comptroller	Director Accounts Payable	Director Accounts Payable	1	NR32	\$99,091.20	\$148,636.80	\$108,451.20	NR32	\$99,091.20	\$148,636.80	\$110,620.22	Classified	2.00%	12/21/2025	Advancement in Range
42	Advancement	Clerk	Assistant Administrative	Assistant Administrative	1	NR17	\$41,350.40	\$62,046.40	\$50,440.00	NR17	\$41,350.40	\$62,046.40	\$51,448.80	Classified	2.00%	12/21/2025	Advancement in Range
43	Advancement	Clerk	Sr Assistant Clerical	Sr Assistant Clerical	1	NR14	\$34,736.00	\$52,104.00	\$44,865.60	NR14	\$34,736.00	\$52,104.00	\$46,211.00	Classified	3.00%	12/21/2025	Advancement in Range
44	Advancement	Clerk	Sr Assistant Clerical	Sr Assistant Clerical	1	NR14	\$34,736.00	\$52,104.00	\$44,865.60	NR14	\$34,736.00	\$52,104.00	\$46,211.00	Classified	3.00%	12/21/2025	Advancement in Range
45	Advancement	Clerk	Specialist Accounting	Specialist Accounting	1	NR17	\$41,350.40	\$62,046.40	\$58,884.80	NR17	\$41,350.40	\$62,046.40	\$60,652.00	Classified	3.00%	12/21/2025	Advancement in Range
46	Advancement	Election Commission	Dir Election Commissions	Dir Election Commissions	1	NR31E	\$93,496.00	\$140,233.60	\$101,039.00	NR31E	\$93,496.00	\$140,233.60	\$103,059.78	Unclassified	2.00%	12/21/2025	Advancement in Range
47	Advancement	Election Commission	Coordinator Election Commission	Coordinator Election Commission	1	NR23	\$58,676.80	\$87,984.00	\$58,676.80	NR23	\$58,676.80	\$87,984.00	\$60,437.10	Classified	3.00%	12/21/2025	Advancement in Range
48	Advancement	Election Commission	Assistant Administrative	Assistant Administrative	1	NR17	\$41,350.40	\$62,046.40	\$24,824.80	NR17	\$41,350.40	\$62,046.40	\$25,569.54	Classified	3.00%	12/21/2025	Advancement in Range
49	Advancement	Election Commission	Clerk Election	Clerk Election	1	NR12	\$30,929.60	\$46,342.40	\$9,568.00	NR12	\$30,929.60	\$46,342.40	\$9,759.36	Classified	2.00%	12/21/2025	Advancement in Range
50	Advancement	Clerk	Administrative Secretary Graphic Designer	Administrative Secretary Graphic Designer	1	NR20	\$49,254.40	\$73,881.60	\$70,345.60	NR20	\$49,254.40	\$73,881.60	\$72,455.97	Classified	3.00%	12/21/2025	Advancement in Range

51	Advancement	Clerk	Coordinator Information County Clerk	Coordinator Information County Clerk	1	NR23	\$58,676.80	\$87,984.00	\$68,910.40	NR23	\$58,676.80	\$87,984.00	\$70,288.00	Unclassified	2.00%	12/21/2025	Advancement in Range
52	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$43,846.40	\$65,728.00	\$54,808.00	NR18	\$43,846.40	\$65,728.00	\$55,904.16	Unclassified	2.00%	12/21/2025	Advancement in Range
53	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$43,846.40	\$65,728.00	\$56,222.40	NR18	\$43,846.40	\$65,728.00	\$57,346.85	Unclassified	2.00%	12/21/2025	Advancement in Range
54	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$43,846.40	\$65,728.00	\$54,808.00	NR18	\$43,846.40	\$65,728.00	\$55,904.16	Unclassified	2.00%	12/21/2025	Advancement in Range
55	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$43,846.40	\$65,728.00	\$54,808.00	NR18	\$43,846.40	\$65,728.00	\$55,904.16	Unclassified	2.00%	12/21/2025	Advancement in Range
56	Advancement	DHHS	Assistant Administrative	Assistant Administrative	1	NR17	\$41,350.40	\$62,046.40	\$48,796.80	NR17	\$41,350.40	\$62,046.40	\$52,000.00	Classified	6.60%	12/21/2025	Advancement in Range
57	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$47,902.40	\$65,748.80	\$53,040.00	16Z4	\$47,902.40	\$65,748.80	\$55,120.00	Classified	3.90%	12/21/2025	Advancement in Range
58	Advancement	Sheriff	Manager Correction	Manager Correction	1	NR29E	\$83,200.00	\$124,800.00	\$95,888.00	NR29E	\$83,200.00	\$124,800.00	\$100,984.00	Unclassified	5.30%	12/21/2025	Advancement in Range
59	Advancement	District Attorney	Paralegal-Exempt Nm	Paralegal-Exempt Nm	1	NR20	\$49,254.40	\$73,881.60	\$58,219.00	NR20	\$49,254.40	\$73,881.60	\$61,339.20	Classified	5.40%	12/21/2025	Advancement in Range
60	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$57,075.20	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	1.60%	12/21/2025	Advancement in Range
61	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$56,139.20	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	3.30%	12/21/2025	Advancement in Range
62	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
63	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
64	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
65	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
66	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$56,139.20	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	3.30%	12/21/2025	Advancement in Range
67	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
68	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$56,139.20	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	3.30%	12/21/2025	Advancement in Range
69	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
70	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$56,929.60	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	1.90%	12/21/2025	Advancement in Range
71	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$56,139.20	NR19	\$46,446.40	\$69,700.80	\$58,011.20	Classified	3.30%	12/21/2025	Advancement in Range
72	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$59,945.60	NR19	\$46,446.40	\$69,700.80	\$62,171.20	Classified	3.70%	12/21/2025	Advancement in Range
73	Advancement	District Attorney	Victim Witness Advocate	Victim Witness Advocate	1	NR19	\$46,446.40	\$69,700.80	\$58,011.20	NR19	\$46,446.40	\$69,700.80	\$59,945.60	Classified	3.30%	12/21/2025	Advancement in Range
74	Advancement	DAS - Risk	Manager Contract Compliance	Manager Contract Compliance	1	33M	\$81,328.00	\$96,907.20	\$83,803.20	33M	\$81,328.00	\$96,907.20	\$93,350.40	Classified	11.40%	12/21/2025	Advancement in Range
75	Advancement	DAS	Digital Experience Manager	Digital Experience Manager	1	34M	\$84,864.00	\$101,088.00	\$98,446.40	34M	\$84,864.00	\$101,088.00	\$101,088.00	Classified	2.70%	12/21/2025	Advancement in Range

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-25									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	Elder Benefits Specialist BL	16Z4	\$23.03	\$31.61	\$27.50	8/18/2025	Training and experience exceed the minimum qualifications for this position.
2	New Hire	DHHS	Community Engagement Coordinator	23M	\$26.99	\$30.99	\$28.00	8/18/2025	Training and experience exceed the minimum qualifications for this position.
3	New Hire	Airport	Airport Operations Coordinator II	25	\$29.28	\$34.28	\$31.21	8/18/2025	Training and experience exceed the minimum qualifications for this position.
4	New Hire	DHHS	Unit Therapist	27	\$31.43	\$37.50	\$35.00	8/18/2025	Training and experience exceed the minimum qualifications for this position.
5	New Hire	DHHS	Unit Therapist	27	\$31.43	\$37.50	\$34.00	8/18/2025	Training and experience exceed the minimum qualifications for this position.
6	New Hire	DHHS	Clerical Assistant	NR13	\$15.75	\$23.63	\$20.00	8/18/2025	Training and experience exceed the minimum qualifications for this position.
7	New Hire	Count Clerk	Administrative Secretary Legislative Assistant III	NR18	\$21.08	\$31.60	\$25.03	8/18/2025	Training and experience exceed the minimum qualifications for this position.
8	New Hire	ROD	Supervisor Fiscal & Vital Records	NR20	\$23.68	\$35.52	\$33.00	8/18/2025	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DHHS	Office Support Assistant II Nm	NR12	\$14.87	\$22.28	\$18.00	9/2/2025	Training and experience exceed the minimum qualifications for this position.
10	New Hire	HR	Employee Relations Assistant	NR17	\$19.88	\$29.83	\$22.24	9/2/2025	Training and experience exceed the minimum qualifications for this position.
11	New Hire	Zoo	Maintenance Worker Assistant	7	\$17.45	\$19.44	\$18.00	9/15/2025	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Zoo	Veterinary Technician	15	\$21.29	\$23.81	\$23.81	9/15/2025	Training and experience exceed the minimum qualifications for this position.
13	New Hire	DHHS	ADRC Professional BI Sp	16Z4	\$23.03	\$31.61	\$26.85	9/15/2025	Training and experience exceed the minimum qualifications for this position.
14	New Hire	DHHS	Quality Specialist DHHS	16Z5	\$24.84	\$31.61	\$30.00	9/15/2025	Training and experience exceed the minimum qualifications for this position.
15	New Hire	ROD	Clerk Vital Records	NR14	\$16.70	\$25.05	\$23.00	9/15/2025	Training and experience exceed the minimum qualifications for this position.
16	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.70	\$25.05	\$20.24	9/15/2025	Training and experience exceed the minimum qualifications for this position.
17	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.70	\$25.05	\$20.24	9/15/2025	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Parks	Park Maintenance Worker	NR18	\$21.08	\$31.60	\$23.03	9/15/2025	Training and experience exceed the minimum qualifications for this position.
19	New Hire	DA	Paralegal	NR20	\$23.68	\$35.52	\$24.69	9/15/2025	Training and experience exceed the minimum qualifications for this position.
20	New Hire	DAS	Locksmith	NR21	\$25.11	\$37.65	\$37.65	9/15/2025	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-25									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
21	New Hire	DHHS	Community Program Liaison	NR22	\$26.61	\$39.91	\$33.17	9/15/2025	Training and experience exceed the minimum qualifications for this position.
22	New Hire	ME	Medical Records Coordinator	NR23	\$28.21	\$42.30	\$32.00	9/15/2025	Training and experience exceed the minimum qualifications for this position.
23	New Hire	Airport	Loading Dock Attendant	04Z1	\$17.65	\$22.51	\$18.50	9/29/2025	Training and experience exceed the minimum qualifications for this position.
24	New Hire	DHHS	ADRC Professional	16Z4	\$23.03	\$31.61	\$27.75	9/29/2025	Training and experience exceed the minimum qualifications for this position.
25	New Hire	DOT	Engineer Nm	32Z1	\$31.62	\$47.53	\$41.78	9/29/2025	Training and experience exceed the minimum qualifications for this position.
26	New Hire	Courts	Deputy Register Probate	AT31	\$44.95	\$67.42	\$53.85	9/29/2025	Training and experience exceed the minimum qualifications for this position.
27	New Hire	DHHS	Clerical Assistant	NR13	\$15.75	\$23.63	\$16.00	9/29/2025	Training and experience exceed the minimum qualifications for this position.
28	New Hire	Comptroller	Auditor	NR20	\$23.68	\$35.52	\$26.00	9/29/2025	Training and experience exceed the minimum qualifications for this position.
29	New Hire	Comptroller	Auditor	NR20	\$23.68	\$35.52	\$31.00	9/29/2025	Training and experience exceed the minimum qualifications for this position.
30	New Hire	Courts	Deputy Court Clerk	NR21	\$25.11	\$37.65	\$25.44	9/29/2025	Training and experience exceed the minimum qualifications for this position.
31	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$25.93	10/13/2025	Training and experience exceed the minimum qualifications for this position.
32	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$26.98	10/13/2025	Training and experience exceed the minimum qualifications for this position.
33	New Hire	DHHS	Human Service Worker Nm	16Z4	\$23.03	\$31.61	\$26.50	10/13/2025	Training and experience exceed the minimum qualifications for this position.
34	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$25.93	10/13/2025	Training and experience exceed the minimum qualifications for this position.
35	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$25.83	10/13/2025	Training and experience exceed the minimum qualifications for this position.
36	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$25.93	10/13/2025	Training and experience exceed the minimum qualifications for this position.
37	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$24.94	10/13/2025	Training and experience exceed the minimum qualifications for this position.
38	New Hire	DHHS	Human Service Worker Juvenile Justice Nm	16Z4	\$23.03	\$31.61	\$25.93	10/13/2025	Training and experience exceed the minimum qualifications for this position.
39	New Hire	DHHS	Inspector Housing	24M	\$27.67	\$32.21	\$30.66	10/13/2025	Training and experience exceed the minimum qualifications for this position.
40	New Hire	DAS	Small Business Liaison	27MN	\$33.65	\$42.12	\$38.47	10/13/2025	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-25									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
41	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.70	\$25.05	\$20.24	10/13/2025	Training and experience exceed the minimum qualifications for this position.
42	New Hire	Highway	Highway Maintenance Worker II	NR20	\$23.68	\$35.52	\$26.45	10/13/2025	Training and experience exceed the minimum qualifications for this position.
43	New Hire	Courts	Deputy Court Clerk	NR21	\$25.11	\$37.65	\$25.44	10/13/2025	Training and experience exceed the minimum qualifications for this position.
44	New Hire	IMSD	IT Security Analyst	NR24	\$29.89	\$44.84	\$42.31	10/13/2025	Training and experience exceed the minimum qualifications for this position.
45	New Hire	DHHS	Human Service Worker Nm	16Z4	\$23.03	\$31.61	\$27.50	10/27/2025	Training and experience exceed the minimum qualifications for this position.
46	New Hire	Airport	Airport Operations Coordinator II	25	\$29.28	\$34.28	\$31.21	10/27/2025	Training and experience exceed the minimum qualifications for this position.
47	New Hire	Child Support	Child Support Specialist	NR17	\$19.88	\$29.83	\$21.00	10/27/2025	Training and experience exceed the minimum qualifications for this position.
48	New Hire	Parks	Park Maintenance Worker	NR18	\$21.08	\$31.60	\$23.03	10/27/2025	Training and experience exceed the minimum qualifications for this position.
49	New Hire	D.A.	Victim Witness Advocate	NR19	\$22.33	\$33.51	\$27.89	10/27/2025	Training and experience exceed the minimum qualifications for this position.
50	New Hire	Highway	Highway Maintenance Worker II	NR20	\$23.68	\$35.52	\$27.45	10/27/2025	Training and experience exceed the minimum qualifications for this position.



**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Personnel Committee Meeting**  
**December 2025**

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

Dual Employments  
Personnel Committee Meeting  
December 2025

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range	Dual Employment Date Begin
9167 Parks Aquatics	Elko	Benjamin	Lifeguard Seasonal	5123	Youth Commissioner	55yc	5/18/2025

**Emergency Appointment Report  
Personnel Committee Meeting  
December 2025**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
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Currently, there are no "Emergency Appointments" to report.

Temporary Appointment Report  
Personnel Committee Meeting  
December 2025

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

**Temporary Assignment to a Higher Classification (TAHC) Report**  
**Personnel Committee Meeting**  
**December 2025**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
CRC	Aremu	Oyebode	Correctional Officer	nrc1	nrc2	Correctional Officer Seargent	7/13/2025	10/14/2025	12/13/2025	vacant
DAS	Bailen	Toimothy	Supervisor Service Operations	nr28	nr32e	Manager Service Operations	9/24/2025		12/24/2025	Debora Stojadainovic
CRC	Berg	Nolan	Correctional Officer Seargents	nrc2	nrc3	Correctional Officer Lieutenant	7/13/2025	10/14/2025	12/13/2025	vacant
CRC	Brooks	LaTrice	Correctional Officer	nrc1	nrc2	Correctional Officer Seargent	7/13/2025	10/14/2025	12/13/2025	vacant
CRC	Collins	Candice	Correctional Officer Lieutenant	nrc3	nr29e	Manager Correction	9/14/2025		12/13/2025	Rachel Kuhl
Parks	Halser	Andrew	Park Worker 3 Seasonal Asv	5100	nr18	Park Maintenance Worker	10/19/2025		1/17/2026	Julie Higgins
Parks	Hetzer	Trevor	Park Worker Seasonal Lead	9	21	Assistant Golf Course Superintendent	10/13/2025		1/11/2026	Kurt Ggilane
Parks	Higgins	Julie	Park Maintenance Worker	nr18	nr21	Lead Park Maintenance Worker	10/19/2025		1/17/2026	Stephen Burany
DAS	Kornwolf	Michael	Carpenter	2	1	Carpenter Lead	10/13/2025		1/10/2026	Mac Krueger
CRC	McClain	Veronica	Sr Analyst Budget & Mgmt.	nr25	nr30	Public Safety Fiscal Administrator	9/21/2025		12/20/2025	Michael Bickerstaff
DOT	McGuire	Matthew	Highway Maintenance Worker II	nr20	nr21	Lead Highway Maintenace Worker	9/1/2025		12/1/2025	vacant
CRC	Perez	Valeria	Correctional Officer	nrc1	nrc2	Correctional Officer Seargent	7/13/2025	10/14/2025	12/31/2025	vacant
Sheriff	Priest	Alexis	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	6/8/2025	9/6/2025	12/4/2025	vacant
CRC	Reger	Leoncio	Correctional Officer Seargents	nrc2	nrc3	Correctional Officer Lieutenant	7/13/2025	10/14/2025	12/13/2025	vacant
CRC	Tyree	Brian	Correctional Officer	nrc1	nrc2	Correctional Officer Seargent	7/13/2025	10/14/2025	12/13/2025	vacant