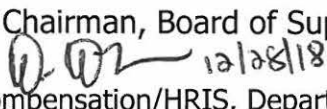


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : December 28, 2018

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Informational Report for January 2019 Personnel Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

The reports are:

- 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 December 18, 2018)

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 24, 2019 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Personnel Committee Meeting
Compensation Report
January 2019**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%				
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE								
1	DAS	Reclassification	Building Systems Specialist	Capital Planning Mgr.	1	23	01	\$ 49,820.00	34M	01	\$ 73,836.25	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	0.00%		
							02	\$ 51,442.06		02	\$ 76,888.99						
							03	\$ 53,134.62		03	\$ 80,592.78						
							04	\$ 55,147.35		04	\$ 84,297.86						
							05	\$ 57,161.58		05	\$ 87,943.15						
2	DAS	Reclassification	Planner Space	Sr. Planner	1	27M	01	\$ 55,733.04	28A	01	\$ 58,172.41	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	7.42%		
							02	\$ 58,256.02		02	\$ 60,701.57						
							03	\$ 59,013.79		03	\$ 63,578.82						
							04	\$ 61,822.66		04	\$ 66,410.07						
							05	\$ 64,572.16		05	\$ 73,487.24						
3	DAS	Reclassification	Inspector Electrical	Electrical Engineer	1	5408	01	\$ 51,917.16	32Z1	01	\$ 57,196.59	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	0.00%		
										02	\$ 58,102.88						
										03	\$ 60,051.79						
										04	\$ 62,001.33						
										05	\$ 63,950.24						
										06	\$ 65,876.05						
										07	\$ 67,825.38						
										08	\$ 69,774.29						
										09	\$ 71,700.51						
										10	\$ 73,649.43						
										11	\$ 75,598.55						
										12	\$ 77,547.67						
										13	\$ 79,473.89						
										14	\$ 81,422.60						
										15	\$ 83,371.72						
										16	\$ 85,297.94						
										17	\$ 85,993.94						
4	DAS	Reclassification	Engineering Tech Surveyor NM	Analyst GIS	1	30Z1	01	\$ 49,036.72	25	01	\$ 52,950.53	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	0.00%		
										02	\$ 49,888.56					02	\$ 54,896.40
										03	\$ 51,582.40					03	\$ 56,842.27
										04	\$ 53,276.44					04	\$ 59,414.76
										05	\$ 54,947.13					05	\$ 61,993.46
										06	\$ 56,640.75						
										07	\$ 58,311.76						
										08	\$ 60,005.49						
										09	\$ 61,699.53						
										10	\$ 63,370.11						
										11	\$ 65,064.06						
										12	\$ 66,758.22						
										13	\$ 68,428.46						
										14	\$ 70,122.62						
										15	\$ 71,816.58						
										16	\$ 73,487.14						
										17	\$ 74,183.19						

**Personnel Committee Meeting
Compensation Report
January 2019**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
5	DAS	Reclassification	Clerical Specialist	Assistant Executive	1	05P	01	\$ 34,182.77	25M	01	\$ 51,917.16	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	0.00%
							02	\$ 35,389.08		02	\$ 53,825.53				
							03	\$ 36,596.03		03	\$ 55,733.04				
							04	\$ 37,802.12		04	\$ 58,256.02				
							05	\$ 39,009.08		05	\$ 59,013.79				
							06	\$ 40,214.96							
							07	\$ 41,421.05							
							08	\$ 42,628.00							
							09	\$ 43,833.88							
6	Child Support	Increase within Salary Grade	Assistant Executive	Assistant Executive	1	25M	01	\$ 51,917.16	25M	01	\$ 51,917.16	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	12/2/18	7.35%
							02	\$ 53,825.53		02	\$ 53,825.53				
							03	\$ 55,733.04		03	\$ 55,733.04				
							04	\$ 58,256.02		04	\$ 58,256.02				
							05	\$ 59,013.79		05	\$ 59,013.79				
7	County Exec	Reclassification	Specialist Constituent Svrs	Sr. Constituent Svc Spclst	1	18M	01	\$ 41,066.38	28M	01	\$ 58,256.02	Classified	Reclassing position to align salary with job duties and responsibilities.	12/31/18	24.13%
							02	\$ 42,227.26		02	\$ 59,013.78				
							03	\$ 43,449.64		03	\$ 61,822.76				
							04	\$ 45,131.70		04	\$ 64,572.08				
							05	\$ 46,932.49		05	\$ 67,682.73				
8	DHHS	Reclassification	HSW Law Enforcement Liaison	Community Intervention Spclst	1	16Z4	01	\$ 41,625.20	24	01	\$ 51,000.16	Classified	Reclassing position to align salary with job duties and responsibilities.	12/2/18	10.80%
							02	\$ 41,883.52		02	\$ 52,950.53				
							03	\$ 43,067.32		03	\$ 54,896.40				
							04	\$ 44,314.35		04	\$ 56,842.27				
							05	\$ 46,030.27		05	\$ 59,414.76				
							06	\$ 47,866.42							
							07	\$ 49,820.00							
							08	\$ 51,442.06							
							09	\$ 53,134.62							
							10	\$ 55,147.35							
							11	\$ 56,179.86							
							12	\$ 57,178.94							
9	DHHS	Reclassification	Energy Asst Prog Spec	Quality Specialist--Energy	1	07A	01	\$ 28,134.50	16Z5	01	\$ 44,955.81	Classified	Reclassing position to align salary with job duties and responsibilities.	12/2/18	0.00%
							02	\$ 29,131.44		02	\$ 46,030.27				
							03	\$ 30,898.15		03	\$ 47,866.42				
							04	\$ 31,761.36		04	\$ 49,820.00				
							05	\$ 32,573.35		05	\$ 51,442.06				
							06	\$ 33,561.29		06	\$ 53,134.62				
							07	\$ 34,405.64		07	\$ 55,147.35				
							08	\$ 35,350.93		08	\$ 56,179.86				
							09	\$ 36,362.44		09	\$ 57,178.94				
10	Sheriff	Increase within Salary Grade	Accountant 2	Accountant 2	1	17	01	\$ 40,640.13	17	01	\$ 40,640.13	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	12/2/18	6.88%
							02	\$ 41,883.52		02	\$ 41,883.52				
							03	\$ 43,067.32		03	\$ 43,067.32				
							04	\$ 44,314.35		04	\$ 44,314.35				
							05	\$ 46,030.27		05	\$ 46,030.27				

**Personnel Committee Meeting
Compensation Report
January 2019**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
11	Airport	Increase within Salary Grade	Network Tech Spec IV Airport	Network Tech Spec IV Airport	1	28D	01	\$ 71,606.86	28D	01	\$ 71,606.86	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	12/2/18	10.87%
							02	\$ 73,754.17		02	\$ 73,754.17				
							03	\$ 76,336.09		03	\$ 76,336.09				
							04	\$ 79,389.04		04	\$ 79,389.04				
							05	\$ 83,358.36		05	\$ 83,358.36				
							06	\$ 88,359.97		06	\$ 88,359.97				
12	Courts	Increase within Salary Grade	Deputy Administrator Division	Deputy Administrator Division	2	28M	01	\$ 58,256.02	28M	01	\$ 58,256.02	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	12/2/18	1.30%
							02	\$ 59,013.78		02	\$ 59,013.78				
							03	\$ 61,822.76		03	\$ 61,822.76				
							04	\$ 64,572.08		04	\$ 64,572.08				
							05	\$ 67,682.73		05	\$ 67,682.73				
13	Courts	Reclassification	Specialist Clerical Cts	Legal Assistant	1	05P	01	\$ 34,182.77	19	01	\$ 43,067.32	Classified	Reclassing position to align salary with job duties and responsibilities.	12/2/18	0.00%
							02	\$ 35,389.08		02	\$ 44,314.35				
							03	\$ 36,596.03		03	\$ 46,030.27				
							04	\$ 37,802.12		04	\$ 47,866.42				
							05	\$ 39,009.08		05	\$ 49,820.00				
							06	\$ 40,214.96							
							07	\$ 41,421.05							
							08	\$ 42,628.00							
							09	\$ 43,833.88							
14	Parks	Increase within Salary Grade	Mgr Planning Development	Mgr Planning Development	1	38M	01	\$ 87,943.15	38M	01	\$ 87,943.15	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	1/14/19	8.43%
							02	\$ 91,650.15		02	\$ 91,650.15				
							03	\$ 95,358.23		03	\$ 95,358.23				
							04	\$ 100,255.47		04	\$ 100,255.47				
							05	\$ 106,417.53		05	\$ 106,417.53				

RECLASS
DAS FISCAL FORM
12/21/2018

DAS FISCAL FORM
Department: 1151 DAS
Date of anticipated advancement: 12/31/2018

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	2019 total	Annual Total
EXISTING POSITION(S):															
1	1151	5702	20333	Building Systems Specialist	23	01	1	1.0	23.95	1,916	147	845	26	75,597	75,597
2	1151	5704	20401	Planner Space	27M	04	1	1.0	29.43	2,354	180	905	26	89,428	89,428
3	1151	5703	23802	Inspector Electrical	6408	01	1	1.0	24.96	1,997	153	856	26	78,144	78,144
4	1151	5740	35751	Engineering Tech Surveyor NM	30Z1	01	1	1.0	23.68	1,886	144	841	26	74,646	74,646
5	1151	5702	1296	Clerical Specialist	05P	01	1	1.0	16.43	1,315	101	782	26	56,611	56,611
													SUBTOTAL:	374,426	374,426
RECLASS POSITION(S):															
1	1151	5702	TBD	Capital Planning Mgr	34M	01	1	1.0	35.50	2,840	217	972	26	104,758	104,758
2	1151	5704	TBD	Sr. Planner	28A	04	1	1.0	31.93	2,554	195	933	26	95,741	95,741
3	1151	5703	TBD	Electrical Engineer	32Z1	01	1	1.0	27.50	2,200	168	884	26	84,554	84,554
4	1151	5740	18222	Analyst GIS	25	01	1	1.0	25.46	2,037	158	861	26	79,399	79,399
5	1151	5702	93	Assistant Executive	25M	01	1	1.0	24.96	1,997	153	856	26	78,144	78,144
													SUBTOTAL:	442,595	442,595
													TOTAL COST:	88,169	88,169

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

DATE

For [Signature]

12/21/18

RECLASS
 DAS FISCAL FORM
 12/20/2018

DAS FISCAL FORM
 Department: 2430 Child Support
 Date of anticipated advancement:

12/31/2018

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	2019 total	Annual Total	
EXISTING POSITION(S)*:																
1	2430	2432	93	Assistant Executive	25M	01	1	1.0	24.96	1,997	153	856	26	78,144	78,144	
													SUBTOTAL:		78,144	78,144
RECLASS POSITION(S)*:																
1	2430	2432	93	Assistant Executive	25M	03	1	1.0	26.79	2,144	164	876	26	82,777	82,777	
													SUBTOTAL:		82,777	82,777
													TOTAL COST:		4,633	4,633

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

Joe [Signature]

12/20/18
DATE

RECLASS
DAS FISCAL FORM
12/20/2018

DAS FISCAL FORM
Department: 1011 County Executive
Date of anticipated advancement: 12/31/2018

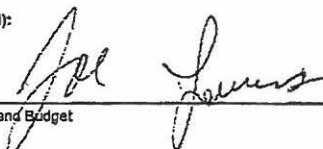
Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2019 total	Annual Total	
																SUBTOTAL:
EXISTING POSITION(S):																
1	1011	1011	89947	Specialist Constituent Svcs	18M	05	1	1.0	22.56	1,805	138	830	26	72,092	72,092	
													SUBTOTAL:		72,092	72,092
RECLASS POSITION(S):																
1	1011	1011	TBD	Sr. Constituent Svc Spclst	28M	01	1	1.0	28.01	2,241	171	890	26	85,840	85,840	
													SUBTOTAL:		85,840	85,840
													TOTAL COST:		13,749	13,749

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget



12/20/18

DATE

RECLASS
DAS FISCAL FORM
12/21/2018

DAS FISCAL FORM
Department: 8000 DHHS
Date of anticipated advancement: 12/31/2018

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hry Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2019 total	Annual Total
EXISTING POSITION(S):															
1	8000	8925	56388	HSW Law Enforcement Liaison	1624	05	1	1.0	22.13	1,770	135	825	26	70,996	70,996
2	8000	8238	55810	Energy Asst Prog Spec	07A	04	1	1.0	15.27	1,222	93	749	26	53,671	53,671
													SUBTOTAL:	124,667	124,667
RECLASS POSITION(S):															
1	8000	8925	TBD	Community Intervention Spclst	24	01	1	1.0	24.52	1,962	150	851	26	77,031	77,031
2	8000	8238	TBD	Quality Specialist-Energy	16Z5	04	1	1.0	21.61	1,729	132	819	26	69,691	69,691
													SUBTOTAL:	146,722	146,722
													TOTAL COST:	22,055	22,055

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget



12/21/18

DATE

RECLASS
 DAS FISCAL FORM
 12/20/2018

DAS FISCAL FORM
 Department: 4000 Sheriff
 Date of anticipated advancement:

12/31/2018

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	2019 total	Annual Total	
EXISTING POSITION(S):																
1	4000	4002	4200	Accountant 2	17	03	1	1.0	20.71	1,656	127	809	26	67,398	67,398	
														SUBTOTAL:	67,398	67,398
RECLASS POSITION(S):																
1	4000	4002	4200	Accountant 2	17	05	1	1.0	22.13	1,770	135	825	26	70,996	70,996	
														SUBTOTAL:	70,996	70,996
														TOTAL COST:	3,598	3,598

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

[Signature]

12/20/18

DATE

RECLASS
 DAS FISCAL FORM
 12/20/2018

DAS FISCAL FORM
 Department: 5040 Airport
 Date of anticipated advancement:

12/31/2018

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	2019 total	Annual Total	
EXISTING POSITION(S)*:																
1	5040	5043	65492	Network Tech Spec IV Airport	28D	01	1	1.0	34.43	2,754	211	960	26	102,051	102,051	
													SUBTOTAL:		102,051	102,051
RECLASS POSITION(S)*:																
1	5040	5043	65492	Network Tech Spec IV Airport	28D	04	1	1.0	38.17	3,053	234	1,001	26	111,500	111,500	
													SUBTOTAL:		111,500	111,500
													TOTAL COST:		9,449	9,449

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

[Signature]

11/20/18

DATE

RECLASS
DAS FISCAL FORM
12/21/2018

DAS FISCAL FORM

Department: 2000 Courts

Date of anticipated advancement:

12/31/2018

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	2019 total	Annual Total
EXISTING POSITION(S)*:															
1	2000	2836 / 2863	10821	Deputy Administrator Division	28M	01	2	1.0	28.01	2,241	171	890	28	171,681	171,681
2	2000	2843	12861	Specialist Clerical Cts	05P	01	1	2.0	16.43	1,315	101	762	28	56,611	56,611
													SUBTOTAL:	228,292	228,292
RECLASS POSITION(S)*:															
1	2000	2836 / 2863	10821	Deputy Administrator Division	28M	02	2	1.0	28.37	2,270	174	894	28	173,521	173,521
2	2000	2843	1282	Legal Assistant	19	01	1	2.0	20.71	1,656	127	809	28	67,398	67,398
													SUBTOTAL:	240,919	240,919
													TOTAL COST:	12,628	12,628

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

Sufficient funds are available in the 2019 Adopted Budget to implement these actions.

COMMENT/NARRATIVE (optional):

Joe Lamm

12/21/18

Director of Performance, Strategy, and Budget

DATE

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

January 2019

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
1	New Hire	AIRPORT, GMIA, TIMMERMAN	AIRPORT MTCE WORKER NM	22OE	01	\$22.7849	\$ 47,392.59	2	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$23.7148	\$ 49,326.78			
					03	\$24.4869	\$ 50,932.75			
					04	\$25.2926	\$ 52,608.61			
					05	\$26.2506	\$ 54,601.25			
2	New Hire	AIRPORT, GMIA, TIMMERMAN	AIRPORT MTCE WORKER NM	22OE	01	\$22.7849	\$ 47,392.59	2	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$23.7148	\$ 49,326.78			
					03	\$24.4869	\$ 50,932.75			
					04	\$25.2926	\$ 52,608.61			
					05	\$26.2506	\$ 54,601.25			
3	New Hire	AIRPORT, GMIA, TIMMERMAN	MECHANIC AIRPORT	22	01	\$23.0127	\$ 47,866.42	3	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$23.9519	\$ 49,820.00			
					03	\$24.7318	\$ 51,442.06			
					04	\$25.5455	\$ 53,134.62			
					05	\$26.5131	\$ 55,147.35			
4	New Hire	AIRPORT, GMIA, TIMMERMAN	AIRPORT MTCE WORKER NM	22OE	01	\$22.7849	\$ 47,392.59	2	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$23.7148	\$ 49,326.78			
					03	\$24.4869	\$ 50,932.75			
					04	\$25.2926	\$ 52,608.61			
					05	\$26.2506	\$ 54,601.25			
5	New Hire	CORPORATION COUNSEL	ASSISTANT CORPORATION COUNSEL	34Z	01	\$23.4539	\$ 48,784.11	12	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$26.0327	\$ 54,148.02			
					03	\$28.6977	\$ 59,691.22			
					04	\$30.6947	\$ 63,844.98			
					05	\$32.8306	\$ 68,287.65			
					06	\$35.1153	\$ 73,039.82			
					07	\$37.0439	\$ 77,051.31			
					08	\$40.1730	\$ 83,559.84			
					09	\$42.9682	\$ 89,373.86			
					10	\$45.0570	\$ 93,718.56			
					11	\$47.9301	\$ 99,694.61			
					12	\$50.8059	\$ 105,676.27			
					13	\$53.8541	\$ 112,016.53			
					14	\$57.0856	\$ 118,738.05			
6	New Hire	CORPORATION COUNSEL	SR COORDINATOR OFFICE-	30M	01	\$29.7224	\$ 61,822.66	2	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$31.0443	\$ 64,572.16			
					03	\$32.5398	\$ 67,682.76			
					04	\$34.0040	\$ 70,728.22			
					05	\$35.4982	\$ 73,836.25			

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
7	New Hire	CORPORATION COUNSEL	DEPUTY CORPORATION COUNSEL	37AM	01	\$49.6722	\$ 103,318.07	3	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$52.5449	\$ 109,293.47			
					03	\$55.6965	\$ 115,848.78			
					04	\$59.0383	\$ 122,799.68			
					05	\$62.5678	\$ 130,141.04			
8	New Hire	DAS - IMSD	ANALYST BUSINESS DEVELOP IT	28D	01	\$34.4264	\$ 71,606.86	2	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$35.4587	\$ 73,754.17			
					03	\$36.7000	\$ 76,336.09			
					04	\$38.1678	\$ 79,389.04			
					05	\$40.0761	\$ 83,358.36			
9	New Hire	DAS - IMSD	ANALYST BUSINESS DEVELOP IT	28D	01	\$34.4264	\$ 71,606.86	6	11/19/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$35.4587	\$ 73,754.17			
					03	\$36.7000	\$ 76,336.09			
					04	\$38.1678	\$ 79,389.04			
					05	\$40.0761	\$ 83,358.36			
10	New Hire	DAS-FISCAL AFFAIRS	GIS TECHNICIAN	14Z1	01	\$18.5300	\$ 38,542.43	2	12/3/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$19.0329	\$ 39,588.34			
					03	\$19.5385	\$ 40,640.13			
					04	\$20.1363	\$ 41,883.52			
					05	\$20.7054	\$ 43,067.32			
11	New Hire	DAS-FISCAL AFFAIRS	ASSISTANT ADMINISTRATIVE P	06P	01	\$17.8262	\$ 37,078.42	8	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$18.4551	\$ 38,386.53			
					03	\$19.0846	\$ 39,695.91			
					04	\$19.7137	\$ 41,004.45			
					05	\$20.3427	\$ 42,312.76			
12	New Hire	DEPARTMENT ON AGING	UNIT SUPERVISOR - LTS-	26M	01	\$25.8777	\$ 53,825.53	3	11/19/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$26.7947	\$ 55,733.04			
					03	\$28.0077	\$ 58,256.02			
					04	\$28.3720	\$ 59,013.79			
					05	\$29.7224	\$ 61,822.66			
13	New Hire	DEPT HEALTH & HUMAN SERVICES	HUMAN SERVICES SUPV	26M	01	\$25.8777	\$ 53,825.53	4	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$26.7947	\$ 55,733.04			
					03	\$28.0077	\$ 58,256.02			
					04	\$28.3720	\$ 59,013.79			
					05	\$29.7224	\$ 61,822.66			

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
14	New Hire	DEPT HEALTH & HUMAN SERVICES	HUMAN SER WKR BL SP NM	16Z4	01	\$20.0121	\$ 41,625.20	2	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$20.1363	\$ 41,883.52			
					03	\$20.7054	\$ 43,067.32			
					04	\$21.3050	\$ 44,314.35			
					05	\$22.1299	\$ 46,030.27			
					06	\$23.0127	\$ 47,866.42			
					07	\$23.9519	\$ 49,820.00			
					08	\$24.7318	\$ 51,442.06			
					09	\$25.5455	\$ 53,134.62			
					10	\$26.5131	\$ 55,147.35			
					11	\$27.0095	\$ 56,179.86			
					12	\$27.4899	\$ 57,178.94			
15	New Hire	DEPT HEALTH & HUMAN SERVICES	HUM SER WKR- JUV JUSTICE NM	16Z4	01	\$20.0121	\$ 41,625.20	5	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$20.1363	\$ 41,883.52			
					03	\$20.7054	\$ 43,067.32			
					04	\$21.3050	\$ 44,314.35			
					05	\$22.1299	\$ 46,030.27			
					06	\$23.0127	\$ 47,866.42			
					07	\$23.9519	\$ 49,820.00			
					08	\$24.7318	\$ 51,442.06			
					09	\$25.5455	\$ 53,134.62			
					10	\$26.5131	\$ 55,147.35			
					11	\$27.0095	\$ 56,179.86			
					12	\$27.4899	\$ 57,178.94			
16	New Hire	DEPT HEALTH & HUMAN SERVICES	CLERICAL ASST 1 NM	03Z1	01	\$14.4707	\$ 30,099.12	6	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$14.7868	\$ 30,756.50			
					03	\$15.2907	\$ 31,804.65			
					04	\$15.7949	\$ 32,853.45			
					05	\$16.2992	\$ 33,902.24			
					06	\$16.8032	\$ 34,950.61			
					07	\$17.3075	\$ 35,999.62			
					08	\$17.8113	\$ 37,047.56			
					09	\$18.3156	\$ 38,096.36			
17	New Hire	DISTRICT ATTORNEY	FISCAL ASST 2 NM	04Z1	01	\$15.3387	\$ 31,904.57	4	12/3/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$15.7912	\$ 32,845.73			
					03	\$16.3295	\$ 33,965.46			
					04	\$16.8679	\$ 35,085.19			
					05	\$17.4063	\$ 36,205.14			
					06	\$17.9446	\$ 37,324.87			
					07	\$18.4829	\$ 38,444.39			
					08	\$19.0211	\$ 39,563.90			
					09	\$19.5599	\$ 40,684.49			

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
18	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	\$14.4707	\$ 30,099.12	4	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$14.7868	\$ 30,756.50			
					03	\$15.2907	\$ 31,804.65			
					04	\$15.7949	\$ 32,853.45			
					05	\$16.2992	\$ 33,902.24			
					06	\$16.8032	\$ 34,950.61			
					07	\$17.3075	\$ 35,999.62			
					08	\$17.8113	\$ 37,047.56			
					09	\$18.3156	\$ 38,096.36			
19	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	\$14.4707	\$ 30,099.12	4	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$14.7868	\$ 30,756.50			
					03	\$15.2907	\$ 31,804.65			
					04	\$15.7949	\$ 32,853.45			
					05	\$16.2992	\$ 33,902.24			
					06	\$16.8032	\$ 34,950.61			
					07	\$17.3075	\$ 35,999.62			
					08	\$17.8113	\$ 37,047.56			
					09	\$18.3156	\$ 38,096.36			
20	New Hire	OFFICE OF THE SHERIFF	CLERICAL ASST 2 HRLY	04P	01	\$15.2529	\$ 31,726.00	4	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$15.7912	\$ 32,845.73			
					03	\$16.3295	\$ 33,965.46			
					04	\$16.8679	\$ 35,085.19			
					05	\$17.4063	\$ 36,205.14			
					06	\$17.9446	\$ 37,324.87			
					07	\$18.4829	\$ 38,444.39			
					08	\$19.0211	\$ 39,563.90			
					09	\$19.5599	\$ 40,684.49			
21	New Hire	OFFICE OF THE SHERIFF	CLERICAL ASST 2 HRLY	04P	01	\$15.2529	\$ 31,726.00	4	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$15.7912	\$ 32,845.73			
					03	\$16.3295	\$ 33,965.46			
					04	\$16.8679	\$ 35,085.19			
					05	\$17.4063	\$ 36,205.14			
					06	\$17.9446	\$ 37,324.87			
					07	\$18.4829	\$ 38,444.39			
					08	\$19.0211	\$ 39,563.90			
					09	\$19.5599	\$ 40,684.49			
22	New Hire	OFFICE OF THE SHERIFF	CLERICAL ASST 2 HRLY	04P	01	\$15.2529	\$ 31,726.00	3	12/17/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$15.7912	\$ 32,845.73			
					03	\$16.3295	\$ 33,965.46			
					04	\$16.8679	\$ 35,085.19			
					05	\$17.4063	\$ 36,205.14			
					06	\$17.9446	\$ 37,324.87			
					07	\$18.4829	\$ 38,444.39			
					08	\$19.0211	\$ 39,563.90			
					09	\$19.5599	\$ 40,684.49			

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
23	New Hire	ZOOLOGICAL DEPARTMENT	MACH OPERATOR ENGINEER WELDER	15Z	01	\$16.0144	\$ 33,309.91	6	11/5/2018	Training and experience exceed the maximum qualifications for this position.
					02	\$16.8907	\$ 35,132.56			
					03	\$17.4117	\$ 36,216.28			
					04	\$19.0329	\$ 39,588.34			
					05	\$21.3772	\$ 44,464.58			
					06	\$23.2943	\$ 48,452.11			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
January 24, 2019**

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

**Dual Appointments
Personnel Committee Meeting
January 24, 2019**

Currently, there are no "Dual Appointments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
January 24, 2019**

Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
January 24, 2019**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS	1163	Gaertner	Samuel	61010017	Intern Information Technology	I	A	0	7/16/2018	HT
DAS	1163	McGovern	Grant	61010017	Intern Information Technology	I	A	0	8/27/2018	HT
McDot	5110	Adams	Fernando	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5120	Bates	Lovell	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5160	Bell	Alfred	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5110	Bowman	Dameon	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5140	Brandt	Charles	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Deck	Wayne	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5120	Ehringer	Craig	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	Ford	Yvette	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5110	Harris	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Johnson	Dennis	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Kimber	Antonio	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5160	Lindsey	Terrance	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Luedtke	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Mazur	Matthew	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	McKay	Dwayne	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Pedersen	Matthew	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5120	Peterson	Timothy	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Phinisee	Christopher	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	Poniewaz	George	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5140	Rodriguez	Joe	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Sitarz	Clayton	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5140	Valdivia Saaverda	Augusto	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Veaser	Jacob	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Vrchota	Preston	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5160	Ward	Robert	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Williams	Derrick	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
January 24, 2019**

<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>
Parks	Jones	Alfonzo	Park Maintenance Worker 2 IC	18Z	22M	Park Unit Corrdinator	8/19/2018	1/26/2019		Vacant Position
Parks	Loosemoore	David	Park Worker 5	5101	24M	Heating and Ventilating Specialist	10/22/2018		1/20/2019	Vacant position
Parks	Munoz	Marcelo	Parker Worker 3	5108	18Z	Park Maintenance Worker 2 IC	11/18/2018		2/16/2019	Vacant position
Parks	Nowakowski	Michael	Park Maintenance Worker	13Z3	18Z	Park Maintenance Worker 2 IC	8/25/2018	2/4/2019		Incumbent TAHC'd
Parks	Sanchez-Tarmen	Daniel	Park Maint Wrkr 2 IC	18Z	22M	Park Unit Coordinator II	5/21/2018	1/26/2019		Vacant position
Parks	Tio	Jacob	Park Worker 3	5108	13Z3	Park Maintenance Worker	8/13/2018	2/9/2019		Incumbent TAHC'd
Parks	Zimmerman	Mike	Park Maint Wrkr 2 IC	18Z	24M	Park Unit Coord 2	5/27/2018	2/4/2019		Vacant position
Veterans Services	Gore	Michelle	Assistant Administrative	06P	915E	Officer Veterans Service	11/5/208		2/2/2019	Vacant position
Zoo	Doty	Justine	Zoo Worker 3	5115	15	Zookeeper	12/8/2018		2/18/2019	Vacant position
Zoo	Mallory	Kathleen	Assistant Accounting Cash	03P	06P	Sr. Assistant Accounting Cash	8/5/2018	12/31/2018		Leave Coverage