


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

**DATE** : November 14, 2016

**To** : Committee on Personnel

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

**SUBJECT** : **Informational Report for December 2016  
Personnel 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 November 7, 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 December 2, 2016 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Personnel Committee Meeting  
Compensation Report  
December 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<br>TITLE / JOB CODE &<br>POSITION # | RECOMMENDED<br>TITLE / JOB CODE &<br>POSITION # | NO.<br>POSITIONS | CURRENT   |                 | RECOMMENDED   |                 | INFORMATIONAL:<br>Market equitable alignment based on<br>overall job duties/responsibilities,<br>competencies and<br>educational/experience requirement. | Effective Date | Percentage |       |                                  |
|--------------|-------------|----------------|---|---|------------------|-----------|-----------------|---------------|-----------------|--|----------------|------------|-------|----------------------------------|
|              |             |                |   |   |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE     | ANNUAL PAY RATE |  |                |            |       |                                  |
| 2000/2854    | Courts      | Performance    | Legal Counsel<br>00059232000001             | N/A   | 1                | 34Z       | 01              | \$ 48,156.58  | 34Z             | 01   | \$ 48,156.58   | 10/23/2016 | 11.54 |                                  |
|              |             |                |   |   |                  |           | 02              | \$ 53,451.42  |                 | 02   | \$ 53,451.42   |            |       | Immediate Recruitment Need       |
|              |             |                |   |   |                  |           | 03              | \$ 58,923.49  |                 | 03   | \$ 58,923.49   |            |       | Internal Equity                  |
|              |             |                |   |   |                  |           | 04              | \$ 62,585.74  |                 | 04   | \$ 62,585.74   |            |       | Misclassification                |
|              |             |                |   |   |                  |           | 05              | \$ 67,409.26  |                 | 05   | \$ 67,409.26   |            |       | No Incumbent                     |
|              |             |                |   |   |                  |           | 06              | \$ 72,100.50  |                 | 06   | \$ 72,100.50   |            |       | Red Circled                      |
|              |             |                |   |   |                  |           | 07              | \$ 76,060.19  |                 | 07   | \$ 76,060.19   |            |       | Retention                        |
|              |             |                |   |   |                  |           | 08              | \$ 82,485.10  |                 | 08   | \$ 82,485.10   |            |       | X Other: Exceptional Performance |
|              |             |                |   |   |                  |           | 09              | \$ 88,224.24  |                 | 09   | \$ 88,224.24   |            |       |                                  |
|              |             |                |   |   |                  |           | 10              | \$ 92,513.20  |                 | 10   | \$ 92,513.20   |            |       |                                  |
|              |             |                |   |   |                  |           | 11              | \$ 98,412.29  |                 | 11   | \$ 98,412.29   |            |       |                                  |
|              |             |                |   |   |                  |           | 12              | \$ 104,316.99 |                 | 12   | \$ 104,316.99  |            |       |                                  |
|              |             |                |   |   |                  |           | 13              | \$ 110,575.71 |                 | 13   | \$ 110,575.71  |            |       |                                  |
|              |             |                |   |   |                  |           | 14              | \$ 117,210.70 |                 | 14   | \$ 117,210.70  |            |       |                                  |
| 3700         | Comptroller | Performance    | Sr Accountant<br>00004371000001             | N/A   | 1                | 28M       | 01              | \$ 57,108.06  | 28M             | 01   | \$ 57,108.06   | 11/20/2016 | 4.45  |                                  |
|              |             |                |   |   |                  |           | 02              | \$ 57,851.04  |                 | 02   | \$ 57,851.04   |            |       | Immediate Recruitment Need       |
|              |             |                |   |   |                  |           | 03              | \$ 60,604.54  |                 | 03   | \$ 60,604.54   |            |       | Internal Equity                  |
|              |             |                |   |   |                  |           | 04              | \$ 63,299.81  |                 | 04   | \$ 63,299.81   |            |       | Misclassification                |
|              |             |                |   |   |                  |           | 05              | \$ 66,349.09  |                 | 05   | \$ 66,349.09   |            |       | No Incumbent                     |
|              |             |                |   | Red Circled                                     |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | Retention                                       |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | X Other: Exceptional Performance                |                  |           |                 |               |                 |  |                |            |       |                                  |
| 3700         | Comptroller | Performance    | Accountant<br>00004363000001                | N/A   | 1                | 25M       | 01              | \$ 50,894.19  | 25M             | 01   | \$ 50,894.19   | 11/20/2016 | 3.54  |                                  |
|              |             |                |   |   |                  |           | 02              | \$ 52,764.95  |                 | 02   | \$ 52,764.95   |            |       | Immediate Recruitment Need       |
|              |             |                |   |   |                  |           | 03              | \$ 54,634.88  |                 | 03   | \$ 54,634.88   |            |       | Internal Equity                  |
|              |             |                |   |   |                  |           | 04              | \$ 57,108.15  |                 | 04   | \$ 57,108.15   |            |       | Misclassification                |
|              |             |                |   |   |                  |           | 05              | \$ 57,850.99  |                 | 05   | \$ 57,850.99   |            |       | No Incumbent                     |
|              |             |                |   | Red Circled                                     |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | Retention                                       |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | X Other: Exceptional Performance                |                  |           |                 |               |                 |  |                |            |       |                                  |
| 3700         | Comptroller | Performance    | Financial Analyst<br>00012224000001         | N/A   | 1                | 26M       | 01              | \$ 52,764.95  | 26M             | 01   | \$ 52,764.95   | 11/20/2016 | 3.54  |                                  |
|              |             |                |   |   |                  |           | 02              | \$ 54,634.88  |                 | 02   | \$ 54,634.88   |            |       | Immediate Recruitment Need       |
|              |             |                |   |   |                  |           | 03              | \$ 57,108.15  |                 | 03   | \$ 57,108.15   |            |       | Internal Equity                  |
|              |             |                |   |   |                  |           | 04              | \$ 57,850.99  |                 | 04   | \$ 57,850.99   |            |       | Misclassification                |
|              |             |                |   |   |                  |           | 05              | \$ 60,604.51  |                 | 05   | \$ 60,604.51   |            |       | No Incumbent                     |
|              |             |                |   | Red Circled                                     |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | Retention                                       |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | X Other: Exceptional Performance                |                  |           |                 |               |                 |  |                |            |       |                                  |
| 3700         | Comptroller | Performance    | Sr Executive Assistant<br>00000701000001    | N/A   | 1                | 28M       | 01              | \$ 57,108.06  | 28M             | 01   | \$ 57,108.06   | 11/20/2016 | 3.50  |                                  |
|              |             |                |   |   |                  |           | 02              | \$ 57,851.04  |                 | 02   | \$ 57,851.04   |            |       | Immediate Recruitment Need       |
|              |             |                |   |   |                  |           | 03              | \$ 60,604.54  |                 | 03   | \$ 60,604.54   |            |       | Internal Equity                  |
|              |             |                |   |   |                  |           | 04              | \$ 63,299.81  |                 | 04   | \$ 63,299.81   |            |       | Misclassification                |
|              |             |                |   |   |                  |           | 05              | \$ 66,349.09  |                 | 05   | \$ 66,349.09   |            |       | No Incumbent                     |
|              |             |                |   | Red Circled                                     |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | Retention                                       |                  |           |                 |               |                 |  |                |            |       |                                  |
|              |             |                |   | X Other: Exceptional Performance                |                  |           |                 |               |                 |  |                |            |       |                                  |

**Personnel Committee Meeting  
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|--------------|----------------------|----------------|--|--|------------------|-----------|-----------------|--------------|-----------------|--|----------------|------------|------|
|              |                      |                |  |  |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE    | ANNUAL PAY RATE |  |                |            |      |
| 3700         | Comptroller          | Performance    | Auditor<br>00004511000001                      | N/A  | 1                | 26M       | 01              | \$ 52,764.95 | 26M             | 01   | \$ 52,764.95   | 11/20/2016 | 8.23 |
|              |                      |                |  |  |                  |           | 02              | \$ 54,634.88 |                 | 02   | \$ 54,634.88   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 57,108.15 |                 | 03   | \$ 57,108.15   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 57,850.99 |                 | 04   | \$ 57,850.99   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 60,604.51 |                 | 05   | \$ 60,604.51   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
| 3700         | Comptroller          | Performance    | Accounts Payable Assistant<br>00004051000004   | N/A  | 1                | 05P       | 01              | \$ 33,509.23 | 05P             | 01   | \$ 33,509.23   | 11/20/2016 | 3.53 |
|              |                      |                |  |  |                  |           | 02              | \$ 34,691.77 |                 | 02   | \$ 34,691.77   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 35,874.94 |                 | 03   | \$ 35,874.94   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 37,057.27 |                 | 04   | \$ 37,057.27   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 38,240.44 |                 | 05   | \$ 38,240.44   |            |      |
|              |                      |                |  |  |                  |           | 06              | \$ 39,422.56 |                 | 06   | \$ 39,422.56   |            |      |
|              |                      |                |  |  |                  |           | 07              | \$ 40,604.89 |                 | 07   | \$ 40,604.89   |            |      |
|              |                      |                |  |  |                  |           | 08              | \$ 41,788.06 |                 | 08   | \$ 41,788.06   |            |      |
|              |                      |                |  |  |                  |           | 09              | \$ 42,970.18 |                 | 09   | \$ 42,970.18   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
| 4000/4038    | House of Corrections | Performance    | Supervisor Office Management<br>00036249000007 | N/A  | 1                | 24M       | 01              | \$ 49,020.07 | 24M             | 01   | \$ 49,020.07   | 11/20/2016 | 7.63 |
|              |                      |                |  |  |                  |           | 02              | \$ 50,894.19 |                 | 02   | \$ 50,894.19   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 52,764.95 |                 | 03   | \$ 52,764.95   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 54,634.88 |                 | 04   | \$ 54,634.88   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 57,108.15 |                 | 05   | \$ 57,108.15   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
| 4000/4081    | House of Corrections | Performance    | Facilities Wrkr Security<br>00062041000019     | N/A  | 1                | 07Z1      | 01              | \$ 29,506.05 | 07Z1            | 01   | \$ 29,506.05   | 11/20/2016 | 5.66 |
|              |                      |                |  |  |                  |           | 02              | \$ 29,558.05 |                 | 02   | \$ 29,558.05   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 30,503.20 |                 | 03   | \$ 30,503.20   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 31,230.49 |                 | 04   | \$ 31,230.49   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 32,013.04 |                 | 05   | \$ 32,013.04   |            |      |
|              |                      |                |  |  |                  |           | 06              | \$ 32,849.58 |                 | 06   | \$ 32,849.58   |            |      |
| 4000/4316    | House of Corrections | Reallocation   | Power Plant Operator<br>00005861000001         | N/A  | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 0.00 |
|              |                      |                |  |  |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation   | Power Plant Operator<br>00005861000002         | N/A  | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 0.00 |
|              |                      |                |  |  |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation   | Power Plant Operator<br>00005861000003         | N/A  | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 8.23 |
|              |                      |                |  |  |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                |  |  |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                |  |  |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                |  |  |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                |  |  |                  |           |                 |              |                 |  |                |            |      |

**Personnel Committee Meeting  
Compensation Report  
December 2016**

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| HIGH/LOW ORG | REQUESTOR            | ORDINANCE TYPE   | CURRENT<br>TITLE / JOB CODE &<br>POSITION # | RECOMMENDED<br>TITLE / JOB CODE &<br>POSITION # | NO.<br>POSITIONS | CURRENT   |                 | RECOMMENDED  |                 | INFORMATIONAL:<br>Market equitable alignment based on<br>overall job duties/responsibilities,<br>competencies and<br>educational/experience requirement. | Effective Date | Percentage |      |
|--------------|----------------------|------------------|---|---|------------------|-----------|-----------------|--------------|-----------------|--|----------------|------------|------|
|              |                      |                  |   |   |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE    | ANNUAL PAY RATE |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation     | Power Plant Operator<br>000058610000004     | N/A   | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 8.23 |
|              |                      |                  |   |   |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                  |   |   |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                  |   |   |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                  |   |   |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation     | Power Plant Operator<br>000058610000005     | N/A   | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                  |   |   |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                  |   |   |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                  |   |   |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation     | Power Plant Operator<br>000058610000006     | N/A   | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                  |   |   |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                  |   |   |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                  |   |   |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 4000/4316    | House of Corrections | Reallocation     | Power Plant Operator<br>000058610000007     | N/A   | 1                | 21        | 01              | \$ 45,123.29 | 23              | 01   | \$ 48,838.35   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           | 02              | \$ 46,923.26 |                 | 02   | \$ 50,428.44   |            |      |
|              |                      |                  |   |   |                  |           | 03              | \$ 48,838.35 |                 | 03   | \$ 52,087.66   |            |      |
|              |                      |                  |   |   |                  |           | 04              | \$ 50,428.44 |                 | 04   | \$ 54,060.73   |            |      |
|              |                      |                  |   |   |                  |           | 05              | \$ 52,087.66 |                 | 05   | \$ 56,035.27   |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 5040/5051    | Airport              | Reclassification | Electrical Mech<br>000238000000004          | High Voltage Electrician<br>TBD                 | 1                | 5409      | 00              | \$ 65,534.81 | 5429            | 00   | \$ 68,817.84   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 5040/5051    | Airport              | Reclassification | Electrical Mech<br>000238000000008          | High Voltage Electrician<br>TBD                 | 1                | 5409      | 00              | \$ 65,534.81 | 5429            | 00   | \$ 68,817.84   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
| 5040/5041    | Airport              | Reclassification | Airport Planner<br>000108510000001          | Airport Planner Supervisor<br>TBD               | 1                | 27        | 01              | \$ 55,722.25 | 32M             | 01   | \$ 66,349.15   | 11/20/2016 | 0.00 |
|              |                      |                  |   |   |                  |           | 02              | \$ 58,244.05 |                 | 02   | \$ 69,334.59   |            |      |
|              |                      |                  |   |   |                  |           | 03              | \$ 60,771.94 |                 | 03   | \$ 72,381.38   |            |      |
|              |                      |                  |   |   |                  |           | 04              | \$ 63,664.74 |                 | 04   | \$ 75,373.97   |            |      |
|              |                      |                  |   |   |                  |           | 05              | \$ 66,495.99 |                 | 05   | \$ 79,004.79   |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |
|              |                      |                  |   |   |                  |           |                 |              |                 |  |                |            |      |

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|--------------|-----------|----------------------------------|--|--|------------------|-----------|-----------------|-------------|-----------------|--|----------------|------------|
|              |           |                                  |  |  |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE   | ANNUAL PAY RATE |  |                |            |
| 8000/8529    | DHHS      | Performance                      | Manager of Outreach Services<br>00056301000001                 | N/A  | 1                | 33M       | 01 \$ 69,334.59 | 33M         | 01 \$ 69,334.59 | Immediate Recruitment Need   | 11/20/2016     | 4.13       |
|              |           |                                  |  |  |                  |           | 02 \$ 72,381.38 |             | 02 \$ 72,381.38 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 75,373.97 |             | 03 \$ 75,373.97 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 79,004.79 |             | 04 \$ 79,004.79 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 82,636.86 |             | 05 \$ 82,636.86 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 | Retention  |                |            |
|              |           | X Other: Exceptional Performance |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8522    | DHHS      | Performance                      | Housing Program Manager<br>00008023000001                      | N/A  | 1                | 33M       | 01 \$ 69,334.59 | 33M         | 01 \$ 69,334.59 | Immediate Recruitment Need   | 11/20/2016     | 4.60       |
|              |           |                                  |  |  |                  |           | 02 \$ 72,381.38 |             | 02 \$ 72,381.38 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 75,373.97 |             | 03 \$ 75,373.97 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 79,004.79 |             | 04 \$ 79,004.79 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 82,636.86 |             | 05 \$ 82,636.86 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 | Retention  |                |            |
|              |           | X Other: Exceptional Performance |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8523    | DHHS      | Performance                      | Housing Program Assistant<br>Special Needs<br>00007990000002   | N/A  | 1                | 19        | 01 \$ 42,218.73 | 19          | 01 \$ 42,218.73 | Immediate Recruitment Need   | 11/20/2016     | 2.90       |
|              |           |                                  |  |  |                  |           | 02 \$ 43,441.18 |             | 02 \$ 43,441.18 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 45,123.29 |             | 03 \$ 45,123.29 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 46,923.26 |             | 04 \$ 46,923.26 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 48,838.35 |             | 05 \$ 48,838.35 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 | Retention  |                |            |
|              |           | X Other: Exceptional Performance |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8523    | DHHS      | Performance                      | Housing Program Assistant<br>Special Needs<br>00007990000003   | N/A  | 1                | 19        | 01 \$ 42,218.73 | 19          | 01 \$ 42,218.73 | Immediate Recruitment Need   | 11/20/2016     | 3.99       |
|              |           |                                  |  |  |                  |           | 02 \$ 43,441.18 |             | 02 \$ 43,441.18 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 45,123.29 |             | 03 \$ 45,123.29 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 46,923.26 |             | 04 \$ 46,923.26 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 48,838.35 |             | 05 \$ 48,838.35 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 | Retention  |                |            |
|              |           | X Other: Exceptional Performance |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8525    | DHHS      | Performance                      | Housing Program Assistant<br>Rent Assistance<br>00008021000002 | N/A  | 1                | 16Z3      | 01 \$ 37,782.99 | 16Z3        | 01 \$ 37,782.99 | Immediate Recruitment Need   | 11/20/2016     | 2.71       |
|              |           |                                  |  |  |                  |           | 02 \$ 38,808.29 |             | 02 \$ 38,808.29 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 39,839.36 |             | 03 \$ 39,839.36 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 41,058.25 |             | 04 \$ 41,058.25 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 42,218.73 |             | 05 \$ 42,218.73 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           | 06 \$ 43,441.18 |             | 06 \$ 43,441.18 | Retention  |                |            |
|              |           |                                  |  |  |                  |           | 07 \$ 45,123.29 |             | 07 \$ 45,123.29 | X Other: Exceptional Performance   |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8527    | DHHS      | Performance                      | Community Intervention<br>Specialist<br>00008000000002         | N/A  | 1                | 24        | 01 \$ 49,995.26 | 24          | 01 \$ 49,995.26 | Immediate Recruitment Need   | 11/20/2016     | 3.67       |
|              |           |                                  |  |  |                  |           | 02 \$ 51,907.20 |             | 02 \$ 51,907.20 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 53,814.72 |             | 03 \$ 53,814.72 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 55,722.25 |             | 04 \$ 55,722.25 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 58,244.05 |             | 05 \$ 58,244.05 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 | Retention  |                |            |
|              |           | X Other: Exceptional Performance |  |  |                  |           |                 |             |                 |  |                |            |
| 8000/8921    | DHHS      | Performance                      | RN2<br>00044700000074  | N/A  | 1                | 18N       | 01 \$ 57,777.62 | 18N         | 01 \$ 57,777.62 | Immediate Recruitment Need   | 11/20/2016     | 5.96       |
|              |           |                                  |  |  |                  |           | 02 \$ 61,218.77 |             | 02 \$ 61,218.77 | Internal Equity  |                |            |
|              |           |                                  |  |  |                  |           | 03 \$ 64,273.04 |             | 03 \$ 64,273.04 | Misclassification  |                |            |
|              |           |                                  |  |  |                  |           | 04 \$ 67,030.50 |             | 04 \$ 67,030.50 | No Incumbent   |                |            |
|              |           |                                  |  |  |                  |           | 05 \$ 70,084.98 |             | 05 \$ 70,084.98 | Red Circled  |                |            |
|              |           |                                  |  |  |                  |           | 06 \$ 71,475.25 |             | 06 \$ 71,475.25 | Retention  |                |            |
|              |           |                                  |  |  |                  |           | 07 \$ 72,888.61 |             | 07 \$ 72,888.61 | X Other: Exceptional Performance   |                |            |
|              |           |                                  |  |  |                  |           | 08 \$ 74,119.14 |             | 08 \$ 74,119.14 |  |                |            |
|              |           |                                  |  |  |                  |           | 09 \$ 75,349.66 |             | 09 \$ 75,349.66 |  |                |            |
|              |           |                                  |  |  |                  |           |                 |             |                 |  |                |            |

Personnel Committee Meeting  
Compensation Report  
December 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<br>TITLE / JOB CODE &<br>POSITION #                   | RECOMMENDED<br>TITLE / JOB CODE &<br>POSITION # | NO.<br>POSITIONS | CURRENT   |                 | RECOMMENDED     |                 | INFORMATIONAL:<br>Market equitable alignment based on<br>overall job duties/responsibilities,<br>competencies and<br>educational/experience requirement. | Effective Date  | Percentage      |
|-----------------|-----------------|-----------------|---|---|------------------|-----------|-----------------|-----------------|-----------------|--|-----------------|-----------------|
|                 |                 |                 |   |   |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE       | ANNUAL PAY RATE |  |                 |                 |
| 8000/8921       | DHHS            | Performance     | RN1<br>00044500000180   | N/A   | 1                | 16N       | 01 \$ 51,555.09 | 01 \$ 51,555.09 | 01 \$ 51,555.09 | Immediate Recruitment Need   | 11/20/2016      | 5.96            |
|                 |                 |                 |   |   |                  |           | 02 \$ 52,626.50 | 02 \$ 52,626.50 | 02 \$ 52,626.50 | Internal Equity  |                 |                 |
|                 |                 |                 |   |   |                  |           | 03 \$ 53,993.89 | 03 \$ 53,993.89 | 03 \$ 53,993.89 | Misclassification  |                 |                 |
|                 |                 |                 |   |   |                  |           | 04 \$ 57,777.62 | 04 \$ 57,777.62 | 04 \$ 57,777.62 | No Incumbent   |                 |                 |
|                 |                 |                 |   |   |                  |           | 05 \$ 61,218.77 | 05 \$ 61,218.77 | 05 \$ 61,218.77 | Red Circled  |                 |                 |
|                 |                 |                 |   |   |                  |           | 06 \$ 64,273.04 | 06 \$ 64,273.04 | 06 \$ 64,273.04 | Retention  |                 |                 |
|                 |                 |                 |   |   |                  |           | 07 \$ 65,572.00 | 07 \$ 65,572.00 | 07 \$ 65,572.00 | X Other: Exceptional Performance   |                 |                 |
|                 |                 |                 |   |   |                  |           | 08 \$ 66,962.90 | 08 \$ 66,962.90 | 08 \$ 66,962.90 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 09 \$ 68,215.89 | 09 \$ 68,215.89 | 09 \$ 68,215.89 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 10 \$ 69,423.95 | 10 \$ 69,423.95 | 10 \$ 69,423.95 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 8000/8941       | DHHS            | Performance     | Human Service Worker -<br>Juvenile Justice<br>00056397000002   |                 |                 |
| 02 \$ 41,058.25 | 02 \$ 41,058.25 | 02 \$ 41,058.25 | Internal Equity   |   |                  |           |                 |                 |                 |  |                 |                 |
| 03 \$ 42,218.73 | 03 \$ 42,218.73 | 03 \$ 42,218.73 | Misclassification   |   |                  |           |                 |                 |                 |  |                 |                 |
| 04 \$ 43,441.18 | 04 \$ 43,441.18 | 04 \$ 43,441.18 | No Incumbent  |   |                  |           |                 |                 |                 |  |                 |                 |
| 05 \$ 45,123.29 | 05 \$ 45,123.29 | 05 \$ 45,123.29 | Red Circled   |   |                  |           |                 |                 |                 |  |                 |                 |
| 06 \$ 46,923.26 | 06 \$ 46,923.26 | 06 \$ 46,923.26 | Retention   |   |                  |           |                 |                 |                 |  |                 |                 |
| 07 \$ 48,838.35 | 07 \$ 48,838.35 | 07 \$ 48,838.35 | X Other: Exceptional Performance                              |   |                  |           |                 |                 |                 |  |                 |                 |
| 08 \$ 50,428.44 | 08 \$ 50,428.44 | 08 \$ 50,428.44 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 09 \$ 52,087.66 | 09 \$ 52,087.66 | 09 \$ 52,087.66 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 10 \$ 54,060.73 | 10 \$ 54,060.73 | 10 \$ 54,060.73 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 11 \$ 55,072.89 | 11 \$ 55,072.89 | 11 \$ 55,072.89 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 12 \$ 56,052.29 | 12 \$ 56,052.29 | 12 \$ 56,052.29 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 8000/8942       | DHHS            | Performance     | Human Service Worker -<br>Juvenile Justice<br>000563970000030 | N/A   | 1                | 16Z4      |                 |                 |                 |  | 01 \$ 40,805.02 | 01 \$ 40,805.02 |
|                 |                 |                 |   |   |                  |           | 02 \$ 41,058.25 | 02 \$ 41,058.25 | 02 \$ 41,058.25 | Internal Equity  |                 |                 |
|                 |                 |                 |   |   |                  |           | 03 \$ 42,218.73 | 03 \$ 42,218.73 | 03 \$ 42,218.73 | Misclassification  |                 |                 |
|                 |                 |                 |   |   |                  |           | 04 \$ 43,441.18 | 04 \$ 43,441.18 | 04 \$ 43,441.18 | No Incumbent   |                 |                 |
|                 |                 |                 |   |   |                  |           | 05 \$ 45,123.29 | 05 \$ 45,123.29 | 05 \$ 45,123.29 | Red Circled  |                 |                 |
|                 |                 |                 |   |   |                  |           | 06 \$ 46,923.26 | 06 \$ 46,923.26 | 06 \$ 46,923.26 | Retention  |                 |                 |
|                 |                 |                 |   |   |                  |           | 07 \$ 48,838.35 | 07 \$ 48,838.35 | 07 \$ 48,838.35 | X Other: Exceptional Performance   |                 |                 |
|                 |                 |                 |   |   |                  |           | 08 \$ 50,428.44 | 08 \$ 50,428.44 | 08 \$ 50,428.44 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 09 \$ 52,087.66 | 09 \$ 52,087.66 | 09 \$ 52,087.66 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 10 \$ 54,060.73 | 10 \$ 54,060.73 | 10 \$ 54,060.73 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 11 \$ 55,072.89 | 11 \$ 55,072.89 | 11 \$ 55,072.89 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 12 \$ 56,052.29 | 12 \$ 56,052.29 | 12 \$ 56,052.29 |  |                 |                 |
|                 |                 |                 |   |   |                  |           | 8000/8941       | DHHS            | Performance     | Human Service Worker -<br>Juvenile Justice<br>000563970000025  | N/A             | 1               |
| 02 \$ 41,058.25 | 02 \$ 41,058.25 | 02 \$ 41,058.25 | Internal Equity   |   |                  |           |                 |                 |                 |  |                 |                 |
| 03 \$ 42,218.73 | 03 \$ 42,218.73 | 03 \$ 42,218.73 | Misclassification   |   |                  |           |                 |                 |                 |  |                 |                 |
| 04 \$ 43,441.18 | 04 \$ 43,441.18 | 04 \$ 43,441.18 | No Incumbent  |   |                  |           |                 |                 |                 |  |                 |                 |
| 05 \$ 45,123.29 | 05 \$ 45,123.29 | 05 \$ 45,123.29 | Red Circled   |   |                  |           |                 |                 |                 |  |                 |                 |
| 06 \$ 46,923.26 | 06 \$ 46,923.26 | 06 \$ 46,923.26 | Retention   |   |                  |           |                 |                 |                 |  |                 |                 |
| 07 \$ 48,838.35 | 07 \$ 48,838.35 | 07 \$ 48,838.35 | X Other: Exceptional Performance                              |   |                  |           |                 |                 |                 |  |                 |                 |
| 08 \$ 50,428.44 | 08 \$ 50,428.44 | 08 \$ 50,428.44 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 09 \$ 52,087.66 | 09 \$ 52,087.66 | 09 \$ 52,087.66 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 10 \$ 54,060.73 | 10 \$ 54,060.73 | 10 \$ 54,060.73 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 11 \$ 55,072.89 | 11 \$ 55,072.89 | 11 \$ 55,072.89 |   |   |                  |           |                 |                 |                 |  |                 |                 |
| 12 \$ 56,052.29 | 12 \$ 56,052.29 | 12 \$ 56,052.29 |   |   |                  |           |                 |                 |                 |  |                 |                 |

**Personnel Committee Meeting  
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\*Change in Duties has to reflect a weight of 25% or more.

| HIGH/LOW ORG    | REQUESTOR       | ORDINANCE TYPE                   | CURRENT<br>TITLE / JOBCODE &<br>POSITION #                    | RECOMMENDED<br>TITLE / JOBCODE &<br>POSITION # | NO.<br>POSITIONS | CURRENT   |                 | RECOMMENDED     |                                  | INFORMATIONAL:<br>Market equitable alignment based on<br>overall job duties/responsibilities,<br>competencies and<br>educational/experience requirement. | Effective Date | Percentage   |
|-----------------|-----------------|----------------------------------|---|--|------------------|-----------|-----------------|-----------------|----------------------------------|--|----------------|--|
|                 |                 |                                  |   |  |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE       | ANNUAL PAY RATE                  |  |                |  |
| 8000/8942       | DHHS            | Performance                      | Human Service Worker -<br>Juvenile Justice<br>00056397000017  | N/A  | 1                | 16Z4      | 01 \$ 40,805.02 | 01 \$ 40,805.02 | Immediate Recruitment Need       | 11/20/2016   | 4.17           |  |
|                 |                 |                                  |   |  |                  |           | 02 \$ 41,058.25 | 02 \$ 41,058.25 | Internal Equity                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 03 \$ 42,218.73 | 03 \$ 42,218.73 | Misclassification                |  |                |  |
|                 |                 |                                  |   |  |                  |           | 04 \$ 43,441.18 | 04 \$ 43,441.18 | No Incumbent                     |  |                |  |
|                 |                 |                                  |   |  |                  |           | 05 \$ 45,123.29 | 05 \$ 45,123.29 | Red Circled                      |  |                |  |
|                 |                 |                                  |   |  |                  |           | 06 \$ 46,923.26 | 06 \$ 46,923.26 | Retention                        |  |                |  |
|                 |                 |                                  |   |  |                  |           | 07 \$ 48,838.35 | 07 \$ 48,838.35 | X Other: Exceptional Performance |  |                |  |
|                 |                 |                                  |   |  |                  |           | 08 \$ 50,428.44 | 08 \$ 50,428.44 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 09 \$ 52,087.66 | 09 \$ 52,087.66 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 10 \$ 54,060.73 | 10 \$ 54,060.73 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 11 \$ 55,072.89 | 11 \$ 55,072.89 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 12 \$ 56,052.29 | 12 \$ 56,052.29 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 8000/8937       | DHHS            | Performance                      |  |                | Administrative Coordinator<br>AODA<br>00011050000003 |
| 02 \$ 57,108.15 | 02 \$ 57,108.15 | Internal Equity                  |   |  |                  |           |                 |                 |                                  |  |                |  |
| 03 \$ 57,850.99 | 03 \$ 57,850.99 | Misclassification                |   |  |                  |           |                 |                 |                                  |  |                |  |
| 04 \$ 60,604.51 | 04 \$ 60,604.51 | No Incumbent                     |   |  |                  |           |                 |                 |                                  |  |                |  |
| 05 \$ 63,299.84 | 05 \$ 63,299.84 | Red Circled                      |   |  |                  |           |                 |                 |                                  |  |                |  |
|                 |                 | X Other: Exceptional Performance |   |  |                  |           |                 |                 |                                  |  |                |  |
| 8000/8911       | DHHS            | Performance                      | Supervisor Office<br>Management<br>00036249000003             | N/A  | 1                | 24M       | 01 \$ 49,020.07 | 01 \$ 49,020.07 | Immediate Recruitment Need       | 11/20/2016   | 3.68           |  |
|                 |                 |                                  |   |  |                  |           | 02 \$ 50,894.19 | 02 \$ 50,894.19 | Internal Equity                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 03 \$ 52,764.95 | 03 \$ 52,764.95 | Misclassification                |  |                |  |
|                 |                 |                                  |   |  |                  |           | 04 \$ 54,634.88 | 04 \$ 54,634.88 | No Incumbent                     |  |                |  |
|                 |                 |                                  |   |  |                  |           | 05 \$ 57,108.15 | 05 \$ 57,108.15 | Red Circled                      |  |                |  |
|                 |                 | X Other: Exceptional Performance |   |  |                  |           |                 |                 |                                  |  |                |  |
| 8000/8911       | DHHS            | Performance                      | Administrative Coordinator<br>000110510000001                 | N/A  | 1                | 27M       | 01 \$ 54,634.88 | 01 \$ 54,634.88 | Immediate Recruitment Need       | 11/20/2016   | 4.76           |  |
|                 |                 |                                  |   |  |                  |           | 02 \$ 57,108.15 | 02 \$ 57,108.15 | Internal Equity                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 03 \$ 57,850.99 | 03 \$ 57,850.99 | Misclassification                |  |                |  |
|                 |                 |                                  |   |  |                  |           | 04 \$ 60,604.51 | 04 \$ 60,604.51 | No Incumbent                     |  |                |  |
|                 |                 |                                  |   |  |                  |           | 05 \$ 63,299.84 | 05 \$ 63,299.84 | Red Circled                      |  |                |  |
|                 |                 | X Other: Exceptional Performance |   |  |                  |           |                 |                 |                                  |  |                |  |
| 8000/8911       | DHHS            | Performance                      | Administrative Coordinator<br>000110510000002                 | N/A  | 1                | 27M       | 01 \$ 54,634.88 | 01 \$ 54,634.88 | Immediate Recruitment Need       | 11/20/2016   | 1.30           |  |
|                 |                 |                                  |   |  |                  |           | 02 \$ 57,108.15 | 02 \$ 57,108.15 | Internal Equity                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 03 \$ 57,850.99 | 03 \$ 57,850.99 | Misclassification                |  |                |  |
|                 |                 |                                  |   |  |                  |           | 04 \$ 60,604.51 | 04 \$ 60,604.51 | No Incumbent                     |  |                |  |
|                 |                 |                                  |   |  |                  |           | 05 \$ 63,299.84 | 05 \$ 63,299.84 | Red Circled                      |  |                |  |
|                 |                 | X Other: Exceptional Performance |   |  |                  |           |                 |                 |                                  |  |                |  |
| 8000/8942       | DHHS            | Performance                      | Human Service Worker -<br>Juvenile Justice<br>000563970000031 | N/A  | 1                | 16Z4      | 01 \$ 40,805.02 | 01 \$ 40,805.02 | Immediate Recruitment Need       | 11/20/2016   | 3.26           |  |
|                 |                 |                                  |   |  |                  |           | 02 \$ 41,058.25 | 02 \$ 41,058.25 | Internal Equity                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 03 \$ 42,218.73 | 03 \$ 42,218.73 | Misclassification                |  |                |  |
|                 |                 |                                  |   |  |                  |           | 04 \$ 43,441.18 | 04 \$ 43,441.18 | No Incumbent                     |  |                |  |
|                 |                 |                                  |   |  |                  |           | 05 \$ 45,123.29 | 05 \$ 45,123.29 | Red Circled                      |  |                |  |
|                 |                 |                                  |   |  |                  |           | 06 \$ 46,923.26 | 06 \$ 46,923.26 | Retention                        |  |                |  |
|                 |                 |                                  |   |  |                  |           | 07 \$ 48,838.35 | 07 \$ 48,838.35 | X Other: Exceptional Performance |  |                |  |
|                 |                 |                                  |   |  |                  |           | 08 \$ 50,428.44 | 08 \$ 50,428.44 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 09 \$ 52,087.66 | 09 \$ 52,087.66 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 10 \$ 54,060.73 | 10 \$ 54,060.73 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 11 \$ 55,072.89 | 11 \$ 55,072.89 |                                  |  |                |  |
|                 |                 |                                  |   |  |                  |           | 12 \$ 56,052.29 | 12 \$ 56,052.29 |                                  |  |                |  |

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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<br>TITLE / JOBCODE &<br>POSITION #                   | RECOMMENDED<br>TITLE / JOBCODE &<br>POSITION # | NO.<br>POSITIONS | CURRENT   |                 | RECOMMENDED     |                                  | INFORMATIONAL:<br>Market equitable alignment based on<br>overall job duties/responsibilities,<br>competencies and<br>educational/experience requirement. | Effective Date | Percentage |
|--------------|-----------|------------------|--|--|------------------|-----------|-----------------|-----------------|----------------------------------|--|----------------|------------|
|              |           |                  |  |  |                  | PAY RANGE | ANNUAL PAY RATE | PAY RANGE       | ANNUAL PAY RATE                  |  |                |            |
| 8000/8921    | DHHS      | Performance      | Control Center Assistant<br>00000261000006                   | N/A  | 1                | 04P       | 01 \$ 31,100.87 | 01 \$ 31,100.87 | Immediate Recruitment Need       | 11/20/2016   | 2.91           |            |
|              |           |                  |  |  |                  |           | 02 \$ 32,198.54 | 02 \$ 32,198.54 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           | 03 \$ 33,296.21 | 03 \$ 33,296.21 | Misclassification                |  |                |            |
|              |           |                  |  |  |                  |           | 04 \$ 34,393.88 | 04 \$ 34,393.88 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           | 05 \$ 35,491.76 | 05 \$ 35,491.76 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           | 06 \$ 36,589.42 | 06 \$ 36,589.42 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           | 07 \$ 37,686.98 | 07 \$ 37,686.88 | X Other: Exceptional Performance |  |                |            |
|              |           |                  |  |  |                  |           | 08 \$ 38,784.34 | 08 \$ 38,784.34 |                                  |  |                |            |
|              |           |                  |  |  |                  |           | 09 \$ 39,882.85 | 09 \$ 39,882.85 |                                  |  |                |            |
|              |           |                  |  |  |                  |           | 00 \$ 40,980.41 | 00 \$ 40,980.41 |                                  |  |                |            |
| 8000/8921    | DHHS      | Performance      | Juvenile Corrections Officer<br>Supervisor<br>00058641000002 | N/A  | 1                | 28M       | 01 \$ 57,108.06 | 01 \$ 57,108.06 | Immediate Recruitment Need       | 11/20/2016   | 4.82           |            |
|              |           |                  |  |  |                  |           | 02 \$ 57,851.04 | 02 \$ 57,851.04 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           | 03 \$ 60,604.54 | 03 \$ 60,604.54 | Misclassification                |  |                |            |
|              |           |                  |  |  |                  |           | 04 \$ 63,299.81 | 04 \$ 63,299.81 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           | 05 \$ 66,349.09 | 05 \$ 66,349.09 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | X Other: Exceptional Performance |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
| 8000/8921    | DHHS      | Performance      | Juvenile Corrections Officer<br>Supervisor<br>00058641000006 | N/A  | 1                | 28M       | 01 \$ 57,108.06 | 01 \$ 57,108.06 | Immediate Recruitment Need       | 11/20/2016   | 4.45           |            |
|              |           |                  |  |  |                  |           | 02 \$ 57,851.04 | 02 \$ 57,851.04 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           | 03 \$ 60,604.54 | 03 \$ 60,604.54 | Misclassification                |  |                |            |
|              |           |                  |  |  |                  |           | 04 \$ 63,299.81 | 04 \$ 63,299.81 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           | 05 \$ 66,349.09 | 05 \$ 66,349.09 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | X Other: Exceptional Performance |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
| 8000/8921    | DHHS      | Performance      | Juvenile Corrections Officer<br>Supervisor<br>00058641000007 | N/A  | 1                | 28M       | 01 \$ 57,108.06 | 01 \$ 57,108.06 | Immediate Recruitment Need       | 11/20/2016   | 1.30           |            |
|              |           |                  |  |  |                  |           | 02 \$ 57,851.04 | 02 \$ 57,851.04 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           | 03 \$ 60,604.54 | 03 \$ 60,604.54 | Misclassification                |  |                |            |
|              |           |                  |  |  |                  |           | 04 \$ 63,299.81 | 04 \$ 63,299.81 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           | 05 \$ 66,349.09 | 05 \$ 66,349.09 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | X Other: Exceptional Performance |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
| 9000/9430    | Parks     | Reclassification | Painter Buildings<br>0002100000009                           | Painter Supervisor<br>00021560                 | 1                | 5405      | 00 \$ 60,189.26 | 00 \$ 61,747.53 | Immediate Recruitment Need       | 11/20/2016   | 2.59           |            |
|              |           |                  |  |  |                  |           |                 |                 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | X Misclassification              |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Other: Exceptional Performance   |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
| 9000/9420    | Parks     | Performance      | Natural Resource<br>Technician                               | N/A  | 1                | 1522      | 01 \$ 39,485.06 | 01 \$ 39,485.06 | Immediate Recruitment Need       | 11/20/2016   | 8.97           |            |
|              |           |                  |  |  |                  |           | 02 \$ 43,588.45 | 02 \$ 43,588.45 | Internal Equity                  |  |                |            |
|              |           |                  |  |  |                  |           | 03 \$ 47,497.41 | 03 \$ 47,497.41 | Misclassification                |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | No Incumbent                     |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Red Circled                      |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | Retention                        |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 | X Other: Exceptional Performance |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |
|              |           |                  |  |  |                  |           |                 |                 |                                  |  |                |            |



RECLASS  
DAS FISCAL FORM  
11/9/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 4300  
Date of Advancement Request: 11/20/2016  
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     | 4316    | 58601      | Power Plant Operator | 21        | 04   | 2                | 2.0  | 24.24     | 1,940           | 148             | 798               | 2                     | 11,543      | 150,054      |         |
| 2                      | 4300     | 4316    | 58601      | Power Plant Operator | 21        | 01   | 5                | 5.0  | 21.69     | 1,736           | 133             | 770               | 2                     | 26,380      | 342,946      |         |
|                        |          |         |            |                      |           |      |                  |      |           |                 |                 |                   |                       | SUBTOTAL:   | 37,923       | 493,000 |
| RECLASS POSITION(S)*:  |          |         |            |                      |           |      |                  |      |           |                 |                 |                   |                       |             |              |         |
| 1                      | 4300     | 4316    | 58601      | Power Plant Operator | 23        | 02   | 2                | 2.0  | 24.24     | 1,940           | 148             | 798               | 2                     | 11,543      | 150,054      |         |
| 2                      | 4300     | 4316    | 58601      | Power Plant Operator | 23        | 01   | 5                | 5.0  | 23.48     | 1,878           | 144             | 789               | 2                     | 28,114      | 365,486      |         |
|                        |          |         |            |                      |           |      |                  |      |           |                 |                 |                   |                       | SUBTOTAL:   | 39,657       | 515,540 |
|                        |          |         |            |                      |           |      |                  |      |           |                 |                 |                   |                       | TOTAL COST: | 1,734        | 22,540  |

\* 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):

The financial changes associated with this action are not accounted for in the 2017 Budget

S. A. N.  
Director of Performance, Strategy, and Budget

11-9-2016  
DATE

RECLASS  
DAS FISCAL FORM  
11/9/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 5040  
Date of Advancement Request: 11/20/2016  
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                      | 5040     | 5051    | 23800000004 | Electrical Mech            | 5409      |      | 1                | 1.0  | 31.82     | 2,546           | 195             | 881               | 3                     | 10,864     | 94,154       |
| 2                      | 5040     | 5051    | 23800000008 | Electrical Mech            | 5409      |      | 1                | 1.0  | 31.82     | 2,546           | 195             | 881               | 3                     | 10,864     | 94,154       |
| 3                      | 5040     | 5041    | 10851000001 | Airport Planner            | 27        | 01   | 1                | 1.0  | 26.79     | 2,143           | 164             | 826               | 3                     | 9,398      | 81,451       |
|                        |          |         |             |                            |           |      |                  |      |           |                 |                 |                   | SUBTOTAL:             | 31,126     | 269,759      |
| RECLASS POSITION(S)*:  |          |         |             |                            |           |      |                  |      |           |                 |                 |                   |                       |            |              |
| 1                      | 5040     | 5051    | TBD         | High Voltage Electrician   | 5429      |      | 1                | 1.0  | 33.09     | 2,647           | 202             | 895               | 3                     | 11,232     | 97,342       |
| 2                      | 5040     | 5051    | TBD         | High Voltage Electrician   | 5429      |      | 1                | 1.0  | 33.09     | 2,647           | 202             | 895               | 3                     | 11,232     | 97,342       |
| 3                      | 5040     | 5041    | TBD         | Airport Planner Supervisor | 32M       | 01   | 1                | 1.0  | 31.90     | 2,552           | 195             | 882               | 3                     | 10,886     | 94,347       |
|                        |          |         |             |                            |           |      |                  |      |           |                 |                 |                   | SUBTOTAL:             | 33,350     | 289,032      |
|                        |          |         |             |                            |           |      |                  |      |           |                 |                 |                   | TOTAL COST:           | 2,224      | 19,273       |

\* 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

COMMENT/NARRATIVE (optional):

The financial changes associated with this action are not accounted for in the 2017 Budget

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

11-9-2016  
\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
11/7/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 9000  
Date of Advancement Request: 11/20/2016  
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                      | 9000     | 9430    | 21000000009 | Painter Buildings  | 5405      | 0    | 1                | 1.0  | 29.23     | 2,338           | 179             | 852               | 3                     | 10,108     | 87,602       |
|                        |          |         |             |                    |           |      |                  |      |           |                 |                 |                   | SUBTOTAL:             | 10,108     | 87,602       |
| RECLASS POSITION(S)*:  |          |         |             |                    |           |      |                  |      |           |                 |                 |                   |                       |            |              |
| 1                      | 9000     | 9430    | 21560       | Painter Supervisor | 5406      | 01   | 1                | 1.0  | 29.98     | 2,399           | 183             | 861               | 3                     | 10,328     | 89,512       |
|                        |          |         |             |                    |           |      |                  |      |           |                 |                 |                   | SUBTOTAL:             | 10,328     | 89,512       |
|                        |          |         |             |                    |           |      |                  |      |           |                 |                 |                   | TOTAL COST:           | 220        | 1,910        |

\* 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):

The financial changes associated with this action are not accounted for in the 2017 Budget

SAAH  
Director of Performance, Strategy, and Budget

11-9-2016  
DATE

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
December 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   |
|-----------|-------------------|--------------------------|------------------------|-----------|--------------|-----------------------|----------------------------|----------------|----------------|---|
| 4500      | District Attorney | DA Intern                | N/A                    | A010      | Min          | \$ 16.8228            | \$ 34,991.34               | \$12.5568      | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |                   |                          |                        |           | Mid          | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |                   |                          |                        |           | Max          | \$ 17.6070            | \$ 36,622.62               |                |                |   |
| 4500      | District Attorney | Clerical Assistant 1     | N/A                    | 03Z1      | 01           | \$ 14.1856            | \$ 29,506.05               | 2              | 11/07/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |                   |                          |                        |           | 02           | \$ 14.4954            | \$ 30,150.47               |                |                |   |
|           |                   |                          |                        |           | 03           | \$ 14.9894            | \$ 31,177.97               |                |                |   |
|           |                   |                          |                        |           | 04           | \$ 15.4837            | \$ 32,206.10               |                |                |   |
|           |                   |                          |                        |           | 05           | \$ 15.9780            | \$ 33,234.24               |                |                |   |
|           |                   |                          |                        |           | 06           | \$ 16.4721            | \$ 34,261.95               |                |                |   |
|           |                   |                          |                        |           | 07           | \$ 16.9665            | \$ 35,290.29               |                |                |   |
|           |                   |                          |                        |           | 08           | \$ 17.4604            | \$ 36,317.58               |                |                |   |
|           |                   |                          |                        |           | 09           | \$ 17.9547            | \$ 37,345.71               |                |                |   |
| 4500      | District Attorney | Clerical Assistant 1     | N/A                    | 03Z1      | 01           | \$ 14.1856            | \$ 29,506.05               | 2              | 11/07/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |                   |                          |                        |           | 02           | \$ 14.4954            | \$ 30,150.47               |                |                |   |
|           |                   |                          |                        |           | 03           | \$ 14.9894            | \$ 31,177.97               |                |                |   |
|           |                   |                          |                        |           | 04           | \$ 15.4837            | \$ 32,206.10               |                |                |   |
|           |                   |                          |                        |           | 05           | \$ 15.9780            | \$ 33,234.24               |                |                |   |
|           |                   |                          |                        |           | 06           | \$ 16.4721            | \$ 34,261.95               |                |                |   |
|           |                   |                          |                        |           | 07           | \$ 16.9665            | \$ 35,290.29               |                |                |   |
|           |                   |                          |                        |           | 08           | \$ 17.4604            | \$ 36,317.58               |                |                |   |
|           |                   |                          |                        |           | 09           | \$ 17.9547            | \$ 37,345.71               |                |                |   |
| 4800      | OEM               | Radio Systems Specialist | N/A                    | 25M       | 01           | \$ 24.4684            | \$ 50,894.19               | 5              | 11/07/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |                   |                          |                        |           | 02           | \$ 25.3678            | \$ 52,764.95               |                |                |   |
|           |                   |                          |                        |           | 03           | \$ 26.2668            | \$ 54,634.88               |                |                |   |
|           |                   |                          |                        |           | 04           | \$ 27.1658            | \$ 56,504.81               |                |                |   |
|           |                   |                          |                        |           | 05           | \$ 28.0648            | \$ 58,374.74               |                |                |   |
| 7900      | Aging             | Resource Center Manager  | N/A                    | 915E      | 01           | \$ 30.6982            | \$ 63,852.35               | 7              | 11/07/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |                   |                          |                        |           | 02           | \$ 32.2329            | \$ 67,044.51               |                |                |   |
|           |                   |                          |                        |           | 03           | \$ 33.7682            | \$ 70,237.94               |                |                |   |
|           |                   |                          |                        |           | 04           | \$ 35.3029            | \$ 73,430.10               |                |                |   |
|           |                   |                          |                        |           | 05           | \$ 36.8379            | \$ 76,622.90               |                |                |   |
|           |                   |                          |                        |           | 06           | \$ 37.9895            | \$ 79,018.23               |                |                |   |
|           |                   |                          |                        |           | 07           | \$ 39.1404            | \$ 81,412.09               |                |                |   |
|           |                   |                          |                        |           | 08           | \$ 39.9077            | \$ 83,008.07               |                |                |   |

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
December 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   |
|-----------|----------|-------------------------|------------------------|-----------|--------------|-----------------------|----------------------------|----------------|----------------|---|
| 8000      | DHHS     | Human Service Worker    | N/A                    | 16C       | 01           | \$ 16.8228            | \$ 34,991.34               | 8              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                         |                        |           | 02           | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |          |                         |                        |           | 03           | \$ 17.6070            | \$ 36,622.62               |                |                |   |
|           |          |                         |                        |           | 04           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                         |                        |           | 05           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                         |                        |           | 06           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                         |                        |           | 07           | \$ 19.7395            | \$ 41,058.25               |                |                |   |
|           |          |                         |                        |           | 08           | \$ 20.2975            | \$ 42,218.73               |                |                |   |
|           |          |                         |                        |           | 09           | \$ 20.8852            | \$ 43,441.18               |                |                |   |
|           |          |                         |                        |           | 10           | \$ 21.6939            | \$ 45,123.29               |                |                |   |
|           |          |                         |                        |           | 11           | \$ 22.5593            | \$ 46,923.26               |                |                |   |
|           |          |                         |                        |           | 12           | \$ 23.4800            | \$ 48,838.35               |                |                |   |
|           |          |                         |                        |           | 13           | \$ 24.2444            | \$ 50,428.44               |                |                |   |
|           |          |                         |                        |           | 14           | \$ 25.0421            | \$ 52,087.66               |                |                |   |
|           |          |                         |                        |           | 15           | \$ 25.9907            | \$ 54,060.73               |                |                |   |
|           |          |                         |                        |           | 16           | \$ 26.4774            | \$ 55,072.89               |                |                |   |
|           |          |                         |                        |           | 17           | \$ 26.9482            | \$ 56,052.29               |                |                |   |
| 8000      | DHHS     | Human Service Worker    | N/A                    | 16C       | 01           | \$ 16.8228            | \$ 34,991.34               | 9              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                         |                        |           | 02           | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |          |                         |                        |           | 03           | \$ 17.6070            | \$ 36,622.62               |                |                |   |
|           |          |                         |                        |           | 04           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                         |                        |           | 05           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                         |                        |           | 06           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                         |                        |           | 07           | \$ 19.7395            | \$ 41,058.25               |                |                |   |
|           |          |                         |                        |           | 08           | \$ 20.2975            | \$ 42,218.73               |                |                |   |
|           |          |                         |                        |           | 09           | \$ 20.8852            | \$ 43,441.18               |                |                |   |
|           |          |                         |                        |           | 10           | \$ 21.6939            | \$ 45,123.29               |                |                |   |
|           |          |                         |                        |           | 11           | \$ 22.5593            | \$ 46,923.26               |                |                |   |
|           |          |                         |                        |           | 12           | \$ 23.4800            | \$ 48,838.35               |                |                |   |
|           |          |                         |                        |           | 13           | \$ 24.2444            | \$ 50,428.44               |                |                |   |
|           |          |                         |                        |           | 14           | \$ 25.0421            | \$ 52,087.66               |                |                |   |
|           |          |                         |                        |           | 15           | \$ 25.9907            | \$ 54,060.73               |                |                |   |
|           |          |                         |                        |           | 16           | \$ 26.4774            | \$ 55,072.89               |                |                |   |
|           |          |                         |                        |           | 17           | \$ 26.9482            | \$ 56,052.29               |                |                |   |
| 8000      | DHHS     | Human Service Worker    | N/A                    | 16C       | 01           | \$ 16.8228            | \$ 34,991.34               | 8              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                         |                        |           | 02           | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |          |                         |                        |           | 03           | \$ 17.6070            | \$ 36,622.62               |                |                |   |
|           |          |                         |                        |           | 04           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                         |                        |           | 05           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                         |                        |           | 06           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                         |                        |           | 07           | \$ 19.7395            | \$ 41,058.25               |                |                |   |
|           |          |                         |                        |           | 08           | \$ 20.2975            | \$ 42,218.73               |                |                |   |
|           |          |                         |                        |           | 09           | \$ 20.8852            | \$ 43,441.18               |                |                |   |
|           |          |                         |                        |           | 10           | \$ 21.6939            | \$ 45,123.29               |                |                |   |
|           |          |                         |                        |           | 11           | \$ 22.5593            | \$ 46,923.26               |                |                |   |
|           |          |                         |                        |           | 12           | \$ 23.4800            | \$ 48,838.35               |                |                |   |
|           |          |                         |                        |           | 13           | \$ 24.2444            | \$ 50,428.44               |                |                |   |
|           |          |                         |                        |           | 14           | \$ 25.0421            | \$ 52,087.66               |                |                |   |
|           |          |                         |                        |           | 15           | \$ 25.9907            | \$ 54,060.73               |                |                |   |
|           |          |                         |                        |           | 16           | \$ 26.4774            | \$ 55,072.89               |                |                |   |
|           |          |                         |                        |           | 17           | \$ 26.9482            | \$ 56,052.29               |                |                |   |

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
December 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   |
|-----------|----------|---------------------------|------------------------|-----------|--------------|-----------------------|----------------------------|----------------|----------------|---|
| 8000      | DHHS     | Human Service Worker      | N/A                    | 16C       | 01           | \$ 16.8228            | \$ 34,991.34               | 8              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                           |                        |           | 02           | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |          |                           |                        |           | 03           | \$ 17.6070            | \$ 36,622.62               |                |                |   |
|           |          |                           |                        |           | 04           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                           |                        |           | 05           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                           |                        |           | 06           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                           |                        |           | 07           | \$ 19.7395            | \$ 41,058.25               |                |                |   |
|           |          |                           |                        |           | 08           | \$ 20.2975            | \$ 42,218.73               |                |                |   |
|           |          |                           |                        |           | 09           | \$ 20.8852            | \$ 43,441.18               |                |                |   |
|           |          |                           |                        |           | 10           | \$ 21.6939            | \$ 45,123.29               |                |                |   |
|           |          |                           |                        |           | 11           | \$ 22.5593            | \$ 46,923.26               |                |                |   |
|           |          |                           |                        |           | 12           | \$ 23.4800            | \$ 48,838.35               |                |                |   |
|           |          |                           |                        |           | 13           | \$ 24.2444            | \$ 50,428.44               |                |                |   |
|           |          |                           |                        |           | 14           | \$ 25.0421            | \$ 52,087.66               |                |                |   |
|           |          |                           |                        |           | 15           | \$ 25.9907            | \$ 54,060.73               |                |                |   |
|           |          |                           |                        |           | 16           | \$ 26.4774            | \$ 55,072.89               |                |                |   |
|           |          |                           |                        |           | 17           | \$ 26.9482            | \$ 56,052.29               |                |                |   |
| 8000      | DHHS     | Human Service Worker      | N/A                    | 16C       | 01           | \$ 16.8228            | \$ 34,991.34               | 8              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                           |                        |           | 02           | \$ 17.2149            | \$ 35,807.09               |                |                |   |
|           |          |                           |                        |           | 03           | \$ 17.6070            | \$ 36,622.62               |                |                |   |
|           |          |                           |                        |           | 04           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                           |                        |           | 05           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                           |                        |           | 06           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                           |                        |           | 07           | \$ 19.7395            | \$ 41,058.25               |                |                |   |
|           |          |                           |                        |           | 08           | \$ 20.2975            | \$ 42,218.73               |                |                |   |
|           |          |                           |                        |           | 09           | \$ 20.8852            | \$ 43,441.18               |                |                |   |
|           |          |                           |                        |           | 10           | \$ 21.6939            | \$ 45,123.29               |                |                |   |
|           |          |                           |                        |           | 11           | \$ 22.5593            | \$ 46,923.26               |                |                |   |
|           |          |                           |                        |           | 12           | \$ 23.4800            | \$ 48,838.35               |                |                |   |
|           |          |                           |                        |           | 13           | \$ 24.2444            | \$ 50,428.44               |                |                |   |
|           |          |                           |                        |           | 14           | \$ 25.0421            | \$ 52,087.66               |                |                |   |
|           |          |                           |                        |           | 15           | \$ 25.9907            | \$ 54,060.73               |                |                |   |
|           |          |                           |                        |           | 16           | \$ 26.4774            | \$ 55,072.89               |                |                |   |
|           |          |                           |                        |           | 17           | \$ 26.9482            | \$ 56,052.29               |                |                |   |
| 8000      | DHHS     | Section 8 Program Manager | N/A                    | 33M       | 01           | \$ 33.3339            | \$ 69,334.59               | 3              | 10/10/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                           |                        |           | 02           | \$ 34.7987            | \$ 72,381.38               |                |                |   |
|           |          |                           |                        |           | 03           | \$ 36.2375            | \$ 75,373.97               |                |                |   |
|           |          |                           |                        |           | 04           | \$ 37.9831            | \$ 79,004.79               |                |                |   |
|           |          |                           |                        |           | 05           | \$ 39.7293            | \$ 82,636.86               |                |                |   |
| 9000      | Zoo      | Zoo Maintenance Worker    | N/A                    | 14        | 01           | \$ 17.6070            | \$ 36,622.62               | 3              | 11/07/2016     | Training and experience exceed the maximum qualifications for the position. |
|           |          |                           |                        |           | 02           | \$ 18.1441            | \$ 37,739.82               |                |                |   |
|           |          |                           |                        |           | 03           | \$ 18.6578            | \$ 38,808.29               |                |                |   |
|           |          |                           |                        |           | 04           | \$ 19.1535            | \$ 39,839.36               |                |                |   |
|           |          |                           |                        |           | 05           | \$ 19.7395            | \$ 41,058.25               |                |                |   |

**INFORMATIONAL ONLY**

**REVISIONS TO Executive Compensation Plan (ECP) REPORT  
Personnel Committee Meeting  
December 2, 2016**

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

**Dual Employment Report  
Personnel Committee Meeting  
December 2, 2016**

| <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> |
|----------------------------|-------------|-------------------------------|--------------------------|------------------------|----------------------------------|
|----------------------------|-------------|-------------------------------|--------------------------|------------------------|----------------------------------|

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



**Emergency Appointment Report  
Personnel Committee Meeting  
December 2, 2016**

| <u>Dept</u> | <u>Last Name</u> | <u>First Name</u> | <u>Title Description</u> | <u>Class</u> | <u>Status</u> | <u>Emergency Appt Date</u> | <u>AppType</u> | <u>Pay Range</u> |
|-------------|------------------|-------------------|--------------------------|--------------|---------------|----------------------------|----------------|------------------|
|-------------|------------------|-------------------|--------------------------|--------------|---------------|----------------------------|----------------|------------------|

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

**Temporary Appointment Report  
Personnel Committee Meeting  
December 2, 2016**

| 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 | Averhart   | Olivia      |       | 61010008 | Intern IT          | I         | A      | 0                            | 10/24/2016          | TA        |
| Fleet     | 5120 | Clements   | Jeffery     |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Fleet     | 5120 | Fontenez   | Isaac       |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Fleet     | 5120 | Garner     | Clifford    |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Fleet     | 5110 | Harris     | Chellei     |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 10/24/2016          | TA        |
| Fleet     | 5140 | Larson     | Ryan        |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Fleet     | 5110 | McQuestion | Andrew      |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 10/24/2016          | TA        |
| Fleet     | 5120 | Perry      | Johnathan   |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Fleet     | 5140 | Sewell     | Christopher |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |
| Airport   | 5041 | Singh      | Chayanika   |       | 61010003 | Intern Airport     | I         | A      | 0                            | 8/15/2016           | TA        |
| Fleet     | 5110 | Sullivan   | William     |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 10/24/2016          | TA        |
| Airport   | 5041 | Thompson   | Patrick     |       | 61010003 | Intern Airport     | I         | A      | 0                            | 7/18/2016           | TA        |
| Fleet     | 5120 | Weinfurter | Steven      |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 10/24/2016          | TA        |
| Fleet     | 5140 | Williams   | Jimmie      |       | 32620    | Highway Mtce Wkr 2 | F         | A      | 80                           | 11/7/2016           | TA        |

**Temporary Assignment to a Higher Classification (TAHC) Report  
Personnel Committee Meeting  
December 2, 2016**

| <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 /<br/>New End Date</u> | <u>TAHC Date End</u> | <u>Reason</u>     |
|---------------|------------------|-------------------|--------------------------------|----------------------|----------------------|-----------------------------|------------------------|------------------------------------|----------------------|-------------------|
| MCSO          | Johnson          | Kevin             | Deputy Sheriff                 | 17BZ                 | 30M                  | Sheriff Lieutenant          | 10/9/2016              |                                    | 1/6/2017             | Vacant position   |
| Parks         | Knoff            | Phillip           | Park Worker 3 Seas             | 5108                 | 13P                  | Parks Maintenance Worker    | 10/3/2016              |                                    | 12/31/2016           | Vacant position   |
| Parks         | Landrum          | Damon             | Comm Center Supervisor         | 15                   | 22M                  | Comm Center Manager         | 8/15/2016              |                                    | 11/12/2016           | Incumbent on FMLA |
| Parks         | Mitchell         | Akinyele          | Seasonal Park Worker           | 5108                 | 13P                  | Parks/Highway Maint Worker  | 7/27/2016              | 1/23/2017                          |                      | Vacant position   |
| MCSO          | Solomon          | Brandy            | Correction Lieutenant          | 23CM                 | 915E                 | Correction Manager          | 10/20/2016             |                                    | 1/7/2017             | Vacant position   |
| Child Support | Vogt             | Susan             | Clerical Assistant I           | 03Z1                 | 25M                  | Executive Assistant         | 9/26/2016              |                                    | 12/24/2016           | Incumbent on FMLA |