


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : February 21, 2014

To : Committee on Finance, Personnel & Audit

FROM : Rick Ceschin, Deputy Director of Human Resources 

SUBJECT : **Informational Report for 03/13/2014**
Finance, Personnel & Audit Committee Meeting

Attached are a series of informational reports listing various personnel transactions that the Director of Human Resources has approved or intends to approve for implementation.

These reports include *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 appointments, temporary appointments and temporary appointments to a higher classification.* The reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and applicable law.

RC:jam

Copy: HR Managers

Finance, Personnel & Audit Committee Meeting Compensation Report March 2014

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

HIGH ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
1020	County Executive	RECLASSIFICATION	Adm Sec 2-Const Svs Rep 00086560000001	Government Affairs Specialist 00086561000001	1	17M	01 \$ 37,726.21 02 \$ 38,880.82 03 \$ 39,979.89 04 \$ 41,137.20 05 \$ 42,729.86	7PM	01 \$ 37,726.21 02 \$ 38,880.82 03 \$ 39,979.89 04 \$ 41,137.20 05 \$ 42,729.86	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements. <i>No incumbent</i>
1151	DAS PSB	RECLASSIFICATION	Fiscal Mgt Analyst 1 00012240000009	Associate Budget and Management Analyst 00012222000001	1	17JM	01 \$ 34,680.46 02 \$ 35,738.35 03 \$ 36,750.27 04 \$ 37,726.21 05 \$ 38,880.82 06 \$ 39,979.89 07 \$ 41,137.20 08 \$ 42,729.86	22M	01 \$ 44,434.83 02 \$ 46,247.97 03 \$ 47,753.89 04 \$ 49,325.12 05 \$ 51,193.79	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.
1151	DAS PSB	RECLASSIFICATION	Fiscal Analyst - NR 00004464000001	Associate Budget and Management Analyst 00012222000002	1	24M	01 \$ 47,344.13 02 \$ 49,154.14 03 \$ 50,960.83 04 \$ 52,766.90 05 \$ 55,155.57	22M	01 \$ 44,434.83 02 \$ 46,247.97 03 \$ 47,753.89 04 \$ 49,325.12 05 \$ 51,193.79 * \$ 55,155.57	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements. Current incumbents' base annualized rates are red circled. <i>*Red Circled incumbents do not receive an increase to base until market supercedes the rate or the incumbent transfers to another job that holds a higher pay assignment.</i>
1151	DAS PSB	RECLASSIFICATION	Fiscal Analyst 2 00012220000005	Budget and Management Analyst 00012223000001	1	26JM	01 \$ 44,434.83 02 \$ 46,247.97 03 \$ 47,753.89 04 \$ 49,325.12 05 \$ 51,193.79 06 \$ 52,766.90 07 \$ 55,155.57 08 \$ 55,872.96 09 \$ 58,532.45	26M	01 \$ 50,960.83 02 \$ 52,766.90 03 \$ 55,155.57 04 \$ 55,872.96 05 \$ 58,532.45	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.
1151	DAS PSB	RECLASSIFICATION	Fiscal Analyst 2 00012220000002	Budget and Management Analyst 00012223000002	1	26JM	01 \$ 44,434.83 02 \$ 46,247.97 03 \$ 47,753.89 04 \$ 49,325.12 05 \$ 51,193.79 06 \$ 52,766.90 07 \$ 55,155.57 08 \$ 55,872.96 09 \$ 58,532.45	26M	01 \$ 50,960.83 02 \$ 52,766.90 03 \$ 55,155.57 04 \$ 55,872.96 05 \$ 58,532.45	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.

Finance, Personnel & Audit Committee Meeting Compensation Report March 2014

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(Reclassifications, Advancements Within The Pay Range and Reallocations)
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HIGH ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
1192	Economic Development	RECLASSIFICATION	Admin Spec-Econ Dev NR 00000074000009	Administrative Coordinator TBD	1	07PM	01 \$ 37,596.62 02 \$ 38,924.08 03 \$ 40,250.70 04 \$ 41,577.74 05 \$ 42,904.37 06 \$ 44,231.41 07 \$ 45,558.45 08 \$ 46,885.07 09 \$ 48,212.32	22M	01 \$ 44,434.83 02 \$ 46,247.97 03 \$ 47,753.89 04 \$ 49,325.12 05 \$ 51,193.79	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.
1192	Economic Development	RECLASSIFICATION	GIS Specialist 00010841000002	Senior GIS Analyst TBD	1	25	01 \$ 50,132.58 02 \$ 51,974.62 03 \$ 53,817.09 04 \$ 56,252.77 05 \$ 58,694.06	30	01 \$ 57,378.88 02 \$ 59,930.62 03 \$ 62,817.87 04 \$ 65,644.59 05 \$ 68,528.93	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.
1192	Economic Development	RECLASSIFICATION	Geographic Info Sys Sup 00035770000001	GIS Manager TBD	1	31M	01 \$ 61,135.57 02 \$ 64,080.64 03 \$ 66,964.14 04 \$ 69,906.51 05 \$ 72,797.09	34M	01 \$ 66,964.14 02 \$ 69,906.51 03 \$ 72,798.88 04 \$ 76,303.55 05 \$ 79,811.47	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements.
2000	Courts	RECLASSIFICATION	Secretarial Assistant 00000660000001	Clerical Courts Specialist 00012861000007	1	04P	01 \$ 30,037.49 02 \$ 31,097.66 03 \$ 32,157.84 04 \$ 33,218.02 05 \$ 34,278.19 06 \$ 35,338.37 07 \$ 36,398.34 08 \$ 37,458.30 09 \$ 38,519.10	05P	01 \$ 32,363.55 02 \$ 33,505.68 03 \$ 34,648.22 04 \$ 35,790.14 05 \$ 36,932.90 06 \$ 38,074.61 07 \$ 39,216.74 08 \$ 40,359.28 09 \$ 41,500.99	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements. <i>No incumbent</i>
5100	Transportation Services (Highway)	RECLASSIFICATION	Accountant 4 00004330000003	Senior Capital Financial Analyst 00004380000001	1	25	01 \$ 50,132.58 02 \$ 51,974.62 03 \$ 53,817.09 04 \$ 56,252.77 05 \$ 58,694.06	33JM	01 \$ 58,532.45 02 \$ 61,135.57 03 \$ 64,080.64 04 \$ 66,964.14 05 \$ 69,906.51 06 \$ 72,796.88 07 \$ 76,303.55 08 \$ 79,811.47	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements. <i>No incumbent</i>

Finance, Personnel & Audit Committee Meeting Compensation Report March 2014

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(Reclassifications, Advancements Within The Pay Range and Reallocations)
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HIGH ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOBCODE & POSITION #	RECOMMENDED TITLE / JOBCODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
6300	Behavioral Health	RECLASSIFICATION	Director Quality Assurance 00052649000001	BH Medical Director - Quality Assurance TBD	1	903E	Min \$ 98,719.71 Mid \$ 120,612.96 Max \$ 142,527.22	904E	Min \$ 128,698.75 Mid \$ 197,671.76 Max \$ 283,887.13	Equitable market alignment based on overall job duties/responsibilities, competencies and educational/experience requirements. <i>No incumbent</i>
4300	House of Correction	ADVANCEMENT WITHIN THE PAY RANGE 17.10.(3).(b)	Fiscal Operations Mgr HOC 00004444000001	N/A	1	34M	01 \$ 69,906.51 02 \$ 72,796.88 03 \$ 76,303.55 04 \$ 79,811.47 05 \$ 83,262.61	34M	01 \$ 69,906.51 02 \$ 72,796.88 03 \$ 76,303.55 04 \$ 79,811.47 05 \$ 83,262.61	Section (b) of the ADVANCEMENT WITHIN THE PAY RANGE 17.10 ...may request an advancement in the pay range for an employee who holds a position which is critical to the operation of their department if the request is necessary to retain the employee in county service.
9000	Parks	ADVANCEMENT WITHIN THE PAY RANGE 17.10.(3).(b)	Chief of Park Operations 00080360000001	N/A	1	902E	Min \$ 78,536.65 Mid \$ 97,452.99 Max \$ 116,369.34 \$ 90,092.23	902E	Min \$ 78,536.65 Mid \$ 97,452.99 Max \$ 116,369.34	Section (b) of the ADVANCEMENT WITHIN THE PAY RANGE 17.10 ...may request an advancement in the pay range for an employee who holds a position which is critical to the operation of their department if the request is necessary to retain the employee in county service.

REALLOCATION
DAS FISCAL FORM
2/12/2014

Reallocation

Department: Government Affairs
Date of Reallocation Request: February 10, 2014
Date of anticipated reclassification: April 1, 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	1020	1020	00086560	Admin Sec-Const Services Rep	17M	1	1	1.0	18.14	1,451	111	689	20	45,014	58,518
2															0
3															0
4															0
													SUBTOTAL:	45,014	58,518
RECLASSIFIED POSITION(S)*:															
1	1020	1020	00086561	Government Affairs Specialist	7PM	1	1	1.0	18.14	1,451	111	689	20	45,014	58,518
													SUBTOTAL:	45,014	58,518
													TOTAL COST:	0	0

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

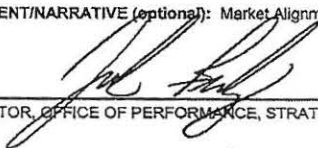
DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment



DIRECTOR, OFFICE OF PERFORMANCE, STRATEGY & BUDGET

2-12-14

DATE

REALLOCATION
DAS FISCAL FORM
2/12/2014

Reallocation

Department: DAS-Performance, Strategy & Budget

Date of Reallocation Request: February 10, 2014

Date of anticipated reclassification: April 1, 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total		
EXISTING POSITION(S)*:																	
1	1151	1157	0001224	Fiscal & Management Analyst 1	17JM	8	1	1.0	20.54	1,643	126	709	20	49,573	64,446		
2	1151	1157	00004464	Fiscal Analyst NR	24M	5	1	1.0	26.52	2,121	162	761	20	60,896	79,164		
3	1151	1157	0001222	Fiscal & Management Analyst 2	26JM	3	1	1.0	22.96	1,837	141	730	20	54,151	70,397		
4	1151	1157	0001222	Fiscal & Management Analyst 2	26JM	9	1	1.0	28.14	2,251	172	775	20	63,972	83,163		
														SUBTOTAL:	110,469	297,170	
RECLASSIFIED POSITION(S)*:																	
1	1151	1157	00012222	Associate Budget Analyst	22M	1	1	1.0	21.36	1,709	131	717	20	51,127	66,465		
	1151	1157	00012222	Associate Budget Analyst	22M	1	1	1.0	26.52	2,121	162	761	20	60,896	79,164		
	1151	1157	00012223	Budget Analyst	26M	1	1	1.0	24.50	1,960	150	744	20	57,073	74,195		
	1151	1157		Budget Analyst	26M	1	1	1.0	28.14	2,251	172	775	20	63,972	83,163		
														SUBTOTAL:	233,068	302,988	
														TOTAL COST:		122,599	5,818

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

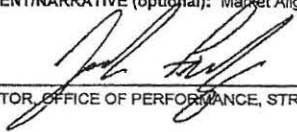
DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment


DIRECTOR, OFFICE OF PERFORMANCE, STRATEGY & BUDGET

2-12-14

DATE

REALLOCATION
DAS FISCAL FORM
2/13/2014

Reallocation

Department: DAS-Economic Development
Date of Reallocation Request: February 10, 2014
Date of anticipated reclassification: April 1, 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	1192	1191	0000074	Admin Specialist-Econ Dev NR	07PM	9	1	1.0	23.18	1,854	142	732	20	54,569	70,939
2	1192	1199	00010841	GIS Specialist	25	5	1	1.0	28.22	2,257	173	776	20	64,119	83,355
3	1192	1199	0003577	Geographic Info Sys Sup	31M	5	1	1.0	35.00	2,800	214	834	20	76,969	100,060
													SUBTOTAL:	118,688	254,354
RECLASSIFIED POSITION(S)*:															
1	1192	1191	00012222	Administrative Coordinator	22M	1	1	1.0	23.71	1,897	145	737	20	55,583	72,257
	1192	1199	00012222	Senior GIS Analyst	30	1	1	1.0	30.20	2,416	185	793	20	67,877	88,240
	1192	1199	00012223	GIS Manager	34M	1	1	1.0	35.00	2,800	214	834	20	76,969	100,060
													SUBTOTAL:	200,429	260,557
													TOTAL COST:	81,741	6,203

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment


DIRECTOR, OFFICE OF PERFORMANCE, STRATEGY & BUDGET

2-13-14

DATE

REALLOCATION
DAS FISCAL FORM
2/13/2014

Reallocation

Department: Courts

Date of Reallocation Request: February 10, 2014

Date of anticipated reclassification: April 1, 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	2000	2851	00000066	Secretarial Assistant	04P	1	1	1.0	14.44	1,155	88	657	20	38,008	49,411
2															0
3															0
4															0
													SUBTOTAL:	38,008	49,411
RECLASSIFIED POSITION(S)*:															
1	2000	2851	00012861	Clerical Courts Specialist	05P	1	1	1.0	15.56	1,245	95	666	20	40,129	52,167
													SUBTOTAL:	40,129	52,167
													TOTAL COST:	2,120	2,756

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment

DIRECTOR, OFFICE OF PERFORMANCE, STRATEGY & BUDGET

2-13-14

DATE

REALLOCATION
DAS FISCAL FORM
2/13/2014

Reallocation

Department: DOT-Highways Division
Date of Reallocation Request: February 10, 2014
Date of anticipated reclassification: April 1, 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	5100	5130	00000066	Accountant 4	25	1	1	1.0	24.10	1,928	148	740	20	56,319	73,215
2															0
3															0
4															0
													SUBTOTAL:	56,319	73,215
RECLASSIFIED POSITION(S)*:															
1	5100	5130	00004380	Senior Capital Financial Analyst	33JM	1	1	1.0	28.14	2,251	172	775	20	63,972	83,163
													SUBTOTAL:	63,972	83,163
													TOTAL COST:	7,653	9,949

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment



DIRECTOR, OFFICE OF PERFORMANCE STRATEGY & BUDGET

2-13-14

DATE

RECLASS
DAS FISCAL FORM
2/21/2014

Reclassification

Department: Human Resources

Date of Reclassification Request: February 21, 2014

Date of anticipated reclassification: March 2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	6300	6313	00052649	Physician Quality Officer**	46PM	2	1	1.0	95.92	7,674	587	1,361	18	173,185	250,156
													SUBTOTAL:	173,185	250,156
RECLASSIFIED POSITION(S)*:															
2	6300	6313	TBD	BH Medical Director - Quality Assurance	904E	Mid	1	1.0	95.98	7,678	587	1,361	18	173,287	250,304
													SUBTOTAL:	173,287	250,304
													TOTAL COST:	102	148

* Pension Fixed Rate for 2014 = 10.8% of salary (No impact on Health Insurance of this action)

**This position was created at pay grade 903E as a Director Quality Assurance, but was budgeted at pay grade 46PM step 2.

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASSIFICATION:

Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATION?

Yes

COMMENT/NARRATIVE (optional): Market Alignment

DIRECTOR, OFFICE OF PERFORMANCE, STRATEGY & BUDGET

2-21-14

DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
March 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
District Attorney's Office	4500	N/A	Secretarial Asst	4P	01	\$ 14.4411	\$ 30,037.49	03	01/27/2014	New Hire Appointment / 15+ years of administrative experience
					02	\$ 14.9508	\$ 31,097.66			
					03	\$ 15.4605	\$ 32,157.84			
					04	\$ 15.9702	\$ 33,218.02			
					05	\$ 16.4799	\$ 34,278.19			
					06	\$ 16.9896	\$ 35,338.37			
					07	\$ 17.4992	\$ 36,398.54			
					08	\$ 18.0088	\$ 37,458.70			
					09	\$ 18.5188	\$ 38,519.10			
District Attorney's Office	4500	N/A	Paralegal	19L	01	\$ 18.4986	\$ 38,477.09	05	01/20/2014	New Hire Appointment / 4+ years of legal experience
					02	\$ 19.3311	\$ 40,208.69			
					03	\$ 20.2009	\$ 42,017.87			
					04	\$ 21.1101	\$ 43,909.01			
					05	\$ 22.0600	\$ 45,884.80			
					06	\$ 23.0524	\$ 47,948.99			
					07	\$ 24.0899	\$ 50,106.99			
					08	\$ 25.1021	\$ 52,212.37			
DOT - Airport	5040	Heating And Vent Mech 1	Operating and Mtce Supervisor	25M	01	\$ 23.6318	\$ 49,154.14	04	12/16/2013	Promotion / 25+ years of relevant facilities, operations and maintenance management experience
					02	\$ 24.5004	\$ 50,960.83			
					03	\$ 25.3687	\$ 52,766.90			
					04	\$ 26.5171	\$ 55,155.57			
					05	\$ 26.8620	\$ 55,872.96			
BHD	6300	N/A	Administrative Assistant	6PM	01	\$ 16.5482	\$ 34,420.26	03	01/06/2014	New Hire Appointment / 5+ years of administrative experience
					02	\$ 17.1321	\$ 35,634.77			
					03	\$ 17.7163	\$ 36,849.90			
					04	\$ 18.3003	\$ 38,064.62			
					05	\$ 18.8844	\$ 39,279.55			
					06	\$ 19.4683	\$ 40,494.06			
					07	\$ 20.0526	\$ 41,709.41			
					08	\$ 20.6366	\$ 42,924.13			
					09	\$ 21.2204	\$ 44,138.43			
BHD	6300	N/A	Health prevention Coordinator	31	01	\$ 30.8761	\$ 64,222.29	03	01/06/2014	New Hire Appointment / 7+ years of prevention programming experience
					02	\$ 32.3637	\$ 67,316.50			
					03	\$ 33.8199	\$ 70,345.39			
					04	\$ 35.3061	\$ 73,436.69			
					05	\$ 36.7658	\$ 76,472.86			
BHD	6300	N/A	EMS Instuctor	18N	01	\$ 26.9078	\$ 55,968.12	04	12/23/2013	New Hire Appointment / 9+ years of register nursing/emergency room setting experience
					02	\$ 28.5105	\$ 59,301.92			
					03	\$ 29.9329	\$ 62,260.34			
					04	\$ 31.2171	\$ 64,931.64			
					05	\$ 32.6396	\$ 67,890.28			
					06	\$ 33.2870	\$ 69,237.02			
					07	\$ 33.9452	\$ 70,605.92			
					08	\$ 34.5183	\$ 71,798.11			
					09	\$ 35.0915	\$ 72,990.31			
BHD	6300	N/A	Medexdir-Med Dir Psych	904E	Min	\$ 61.8744	\$ 128,698.75	N/A	03/17/2014	New Hire Appointment / 28+ years of psychiatry, medical staff leadership, training and management experience
					Mid	\$ 95.0345	\$ 197,671.76			
					Max	\$ 136.4842	\$ 283,887.13			
							\$ 274,286.90			

INFORMATIONAL ONLY

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
March 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
BHD	6300	Adv Prac Nurse Prescriber-Pool	Adv Prac Nurse Prescriber	32NZ	01	\$ 84.0613	\$ 174,847.50	07	12/22/2013	Promotion / 7+ years of patient care, teaching, clinical skills and nursing experience
					02	\$ 87.0035	\$ 180,967.28			
					03	\$ 90.0486	\$ 187,301.09			
					04	\$ 93.2003	\$ 193,856.62			
					05	\$ 96.4623	\$ 200,641.58			
					06	\$ 99.8384	\$ 207,663.87			
					07	\$ 103.3328	\$ 214,932.22			
BHD	6558	N/A	Staffing Assistant	6PM	01	\$ 16.5482	\$ 34,420.26	03	03/03/2014	New Hire Appointment / 10+ years of administrative experience in the medical field.
					02	\$ 17.1321	\$ 35,634.77			
					03	\$ 17.7163	\$ 36,849.90			
					04	\$ 18.3003	\$ 38,064.62			
					05	\$ 18.8844	\$ 39,279.55			
					06	\$ 19.4683	\$ 40,494.06			
					07	\$ 20.0526	\$ 41,709.41			
					08	\$ 20.6366	\$ 42,924.13			
					09	\$ 21.2204	\$ 44,138.43			
Aging	7990	N/A	Contract Serv Coord (CMO)	27	01	\$ 25.8736	\$ 53,817.09	03	01/06/2014	New Hire Appointment / 12+ years managed care and provider contracting experience
					02	\$ 27.0446	\$ 56,252.77			
					03	\$ 28.2183	\$ 58,694.06			
					04	\$ 29.5615	\$ 61,487.92			
					05	\$ 30.8761	\$ 64,222.29			
DHHS	8000	Accountant IV	Sr Budget Analyst	33JM	01	\$ 28.1406	\$ 58,532.45	06	01/20/2014	Promotion / Essential recruitment need / 18+ years of relevant financial experience
					02	\$ 29.3921	\$ 61,135.57			
					03	\$ 30.8080	\$ 64,080.64			
					04	\$ 32.1943	\$ 66,964.14			
					05	\$ 33.6089	\$ 69,906.51			
					06	\$ 34.9985	\$ 72,796.88			
					07	\$ 36.6844	\$ 76,303.55			
					08	\$ 38.3709	\$ 79,811.47			
DHHS	8000	N/A	Occupational Therapist	26NT	01	\$ 27.8755	\$ 57,980.94	02	12/16/2013	New Hire Appointment / 16+ years community mental health and counseling experience
					02	\$ 29.1334	\$ 60,597.56			
					03	\$ 30.4439	\$ 63,323.33			
					04	\$ 31.8068	\$ 66,158.04			
					05	\$ 33.2430	\$ 69,145.39			
DHHS	8000	N/A	House Physician 1Hrly	40XM	01	\$ 58.3197	\$ 121,304.98	04	01/22/2014	New Hire Appointment / 6+ years experience/training
					02	\$ 60.3607	\$ 125,550.26			
					03	\$ 62.4735	\$ 129,944.88			
					04	\$ 64.6600	\$ 134,492.80			
					05	\$ 66.9229	\$ 139,199.63			
					06	\$ 69.2654	\$ 144,072.03			
					07	\$ 71.6897	\$ 149,114.58			
DHHS	8000	N/A	BH Staff Psychiatrist Hourly	44PM	01	\$ 84.0613	\$ 174,847.50	04	01/22/2014	New Hire Appointment / 7+ years experience
					02	\$ 87.0035	\$ 180,967.28			
					03	\$ 90.0486	\$ 187,301.09			
					04	\$ 93.2003	\$ 193,856.62			
					05	\$ 96.4623	\$ 200,641.58			
					06	\$ 99.8384	\$ 207,663.87			
					07	\$ 103.3328	\$ 214,932.22			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
March 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
DHHS	8000	N/A	Human Service Worker	16C	01	\$ 16.2475	\$ 33,794.80	17	03/03/2014	New Hire Appointment / 20+ years social service experience/training
					02	\$ 16.6263	\$ 34,582.70			
					03	\$ 17.0050	\$ 35,370.40			
					04	\$ 17.5238	\$ 36,449.50			
					05	\$ 18.0199	\$ 37,481.39			
					06	\$ 18.4986	\$ 38,477.09			
					07	\$ 19.0647	\$ 39,654.58			
					08	\$ 19.6035	\$ 40,775.28			
					09	\$ 20.1711	\$ 41,955.89			
					10	\$ 20.9522	\$ 43,580.58			
					11	\$ 21.7879	\$ 45,318.83			
					12	\$ 22.6771	\$ 47,168.37			
					13	\$ 23.4155	\$ 48,704.24			
					14	\$ 24.1859	\$ 50,306.67			
					15	\$ 25.1021	\$ 52,212.37			
					16	\$ 25.5721	\$ 53,189.97			
					17	\$ 26.0268	\$ 54,135.74			
DHHS	8000	N/A	Human Service Worker	16C	01	\$ 16.2475	\$ 33,794.80	15	03/03/2014	New Hire Appointment / 16+ years social service experience/training
					02	\$ 16.6263	\$ 34,582.70			
					03	\$ 17.0050	\$ 35,370.40			
					04	\$ 17.5238	\$ 36,449.50			
					05	\$ 18.0199	\$ 37,481.39			
					06	\$ 18.4986	\$ 38,477.09			
					07	\$ 19.0647	\$ 39,654.58			
					08	\$ 19.6035	\$ 40,775.28			
					09	\$ 20.1711	\$ 41,955.89			
					10	\$ 20.9522	\$ 43,580.58			
					11	\$ 21.7879	\$ 45,318.83			
					12	\$ 22.6771	\$ 47,168.37			
					13	\$ 23.4155	\$ 48,704.24			
					14	\$ 24.1859	\$ 50,306.67			
					15	\$ 25.1021	\$ 52,212.37			
					16	\$ 25.5721	\$ 53,189.97			
					17	\$ 26.0268	\$ 54,135.74			
DHHS	8000	N/A	Human Service Worker	16C	01	\$ 16.2475	\$ 33,794.80	15	03/03/2014	New Hire Appointment / 18+ years social service experience/training
					02	\$ 16.6263	\$ 34,582.70			
					03	\$ 17.0050	\$ 35,370.40			
					04	\$ 17.5238	\$ 36,449.50			
					05	\$ 18.0199	\$ 37,481.39			
					06	\$ 18.4986	\$ 38,477.09			
					07	\$ 19.0647	\$ 39,654.58			
					08	\$ 19.6035	\$ 40,775.28			
					09	\$ 20.1711	\$ 41,955.89			
					10	\$ 20.9522	\$ 43,580.58			
					11	\$ 21.7879	\$ 45,318.83			
					12	\$ 22.6771	\$ 47,168.37			
					13	\$ 23.4155	\$ 48,704.24			
					14	\$ 24.1859	\$ 50,306.67			
					15	\$ 25.1021	\$ 52,212.37			
					16	\$ 25.5721	\$ 53,189.97			
					17	\$ 26.0268	\$ 54,135.74			

INFORMATIONAL ONLY

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
March 2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
DHHS	8000	N/A	Section Manager	914E	01	\$ 26.5328	\$ 55,188.22	08	02/16/2014	New Hire Appointment / 15+ years of social services, training and management experience
					02	\$ 27.8594	\$ 57,947.55			
					03	\$ 29.1859	\$ 60,706.67			
					04	\$ 30.5123	\$ 63,465.58			
					05	\$ 31.8391	\$ 66,225.33			
					06	\$ 32.8339	\$ 68,294.51			
					07	\$ 33.8288	\$ 70,363.90			
					08	\$ 34.4924	\$ 71,744.19			
DHHS	8000	N/A	Section Manager	914E	01	\$ 26.5328	\$ 55,188.22	08	02/16/2014	New Hire Appointment / 12+ years of social services, training and management experience
					02	\$ 27.8594	\$ 57,947.55			
					03	\$ 29.1859	\$ 60,706.67			
					04	\$ 30.5123	\$ 63,465.58			
					05	\$ 31.8391	\$ 66,225.33			
					06	\$ 32.8339	\$ 68,294.51			
					07	\$ 33.8288	\$ 70,363.90			
					08	\$ 34.4924	\$ 71,744.19			

Emergency Appointment Report
Personnel Committee Meeting
March 13, 2014

<u>Requestor</u>	<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title Description</u>	<u>Employee Class</u>	<u>Status</u>	<u>Emergency Appt Date</u>	<u>Pay Range</u>
HR-ERS	1149	Burns	Kai	Administrative Specialist	F	A	11/4/2013	07PM
BHD	6474	Broussard	E. Marie	Adm. Coord SSI	F	A	1/1/2014	27M
DAD	1157	Simms	Andre	Clerical Asst 2 NR	F	A	12/30/2013	04PM
DHHS	8526	Krueger	Vickie	Adm. Asst. II - Accounts Receivable	F	A	1/13/2014	19DC

**Temporary Appointment Report
Personnel Committee Meeting
March 14, 2014**

Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
5140	Cage	Steve	32610	Highway Mtce Wkr 1	F	A	80	12/16/2013	TA
5160	Carter	Melissa	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5140	Hoppe	Derek	32610	Highway Mtce Wkr 1	F	A	80	11/11/2013	TA
5110	Hutchinson	Michael	32610	Highway Mtce Wkr 1	F	A	80	11/24/2013	TA
5110	Igowski	Kurt	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5120	Johnson	Dennis	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5140	Laack	Jerome	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5140	Luedtke	Michael	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5160	Maas	Jeremy	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
1163	Mangione	Jeremy	87420	Info Systems Intern	I	A	0	6/24/2013	TA
5160	Manka	John	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5110	Mc Kay	Dwayne	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5120	Minter	Anthony	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5160	Ortiz	Keanne	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5120	Pinto	Carlos	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5120	Radakovich	Keith	32610	Highway Mtce Wkr 1	F	A	80	11/11/2013	TA
5140	Sadler	Derek	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
1142	Sanders	Breone	5790	Intern Compensation HRIS	I	A	0	1/20/2014	TA
5160	Sazama	Rory	32610	Highway Mtce Wkr 1	F	A	80	11/13/2013	TA
5110	Simmons	Tyrone	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5110	Stern	Marcus	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5110	Stewart	Demetrius	32610	Highway Mtce Wkr 1	F	A	80	12/9/2013	TA
5140	Strong	Daniel	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
5160	Stueck	Donald	32610	Highway Mtce Wkr 1	F	A	80	11/11/2013	TA
5120	Tersen	Douglas	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA
5140	Volkman	Eric	32610	Highway Mtce Wkr 1	F	A	80	12/16/2013	TA
5140	Zieman	Robert	32610	Highway Mtce Wkr 1	F	A	80	11/4/2013	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
March 13, 2014

DEPT	FIRST NAME	LAST NAME	CURRENT JOB TITLE	OLD PAY RANGE	NEW PAY RANGE	TAHC JOB TITLE	ORIG START	EXTENDED/NEW DATE	END DATE	TYPE	REASON
Aging	Debra	Horton	Clerical Asst 1	3P	4P	Secretarial Asst	11/11/2013	2/10/2014	5/10/2014	adm	Retirement/Vacancy
BHD	Jennifer	Bergersen	ExDir2 Assoc Diir Clinical	902E	902E	ExDir 2 Adm BHD	9/18/2013	1/6/2014	7/31/2014	Action Bd	Incumbent on TAHC
BHD	James	Kubicek	ExDir2 Dept Adm BHD	902E	903E	ExDir3 MH Administrator	8/14/2013	1/9/2014	7/31/2014	Action	Incumbent on MedLeave
Courts	Latrice	Burroughs	Clerical Asst 1	03P	04P	Clerical Asst 2	12/23/2013		3/14/2014		Permanent Vacancy
Courts	Brenda	Holt	Fiscal Asst 1	3	4	Fiscal Asst 2	1/6/2014		3/7/2014		Incumbent resign
DHHS-Delinquency	Kelly	Pethke	Adm Coordinator	27M	32M	Grant Coordinator	1/5/2014		4/4/2014		Incumbent promoted
DHHS-Delinquency	Peter	Madaus	Contract Services Coord	27DC	27M	Admini. Coordinator	2/2/2014		5/2/2014		Incumbent termed
HR-Aging	Bonica	Voss	Human Res. Analyst 1	17JM	30M	Human Resource Coord-Aging	11/7/2013	1/13/2014	4/12/2014	adm	Incumbent on TAHC
HR-Sheriff	Mary	Dutkiewicz	Human Resource Coord Aging	30M	35M	Human Resource Manager	11/5/2013	1/13/2014	4/12/2014	adm	Incumbent termed
Parks	Mark	Ische	Park Mtce Worker II - IC	18Z	22M	Park Unit Coordinator	11/2/2013	1/9/2014	4/9/2014	adm	Incumbent retired
Parks	Mike	Rewolinski	PMW II - IC	18Z	22M	Unit Coordinator I	10/28/2013	1/4/2014	4/3/2014	adm	Incumbent on MedLeave
Parks	Danny	Hunt	Parks/Hwy Mtce Worker	13P	18Z	PMW II - IC	10/28/2013	1/4/2014	4/3/2014	adm	Incumbent on TAHC
Parks	James	Collopy	Park Worker III-	5108	18Z	PMW II - IC	11/22/2013	1/30/2014	4/29/2014	adm	Retirement/Inc on TAHC
Zoo	Cassandra	Sajkowski	Heritage Farm Attdt	09ZB	15	Zookeeper	2/1/2014		5/1/2014		Incumbent resign
TPW-Airport	Steven	Brasch	Auto&Equip Svc Tech DOT	19	20	Auto&Equip Serv Tech IC DOT	11/22/2013	1/30/2014	3/30/2014	adm	Seasonal Supvr
HOC	Anita	Kent	Distribution Asst	2P	3P	Fiscal Asst 1	1/15/2014		4/1/2014		Vacant/trying to fill
HOC	Monika	Mangione	Fiscal Asst 1	3P	4P	Fiscal Asst 2	1/15/2014		4/1/2014		Permanent Vacancy
HOC	Gregg	Miliacca	Correction Officer	14Z	23CM	Lieutenant	1/15/2014		4/14/2014		Incumbent retired
Sheriff Dept	Steven	Haw	CO 1	14Z	23CM	CO Lieutenant	12/20/2013		3/19/2014		Vacant/trying to fill
Sheriff Dept	Joshua	Briggs	CO1	14Z	23CM	CO Lieutenant	2/12/2014		4/20/2014		Vacant/trying to fill
Sheriff Dept	Michael	Ninkovic	CO1	14Z	23CM	CO Lieutenant	2/12/2014		4/28/2014		Vacant/trying to fill
Sheriff Dept	Crystalina	Montano	CO1	14Z	23CM	CO Lieutenant	1/29/2014		4/28/2014		Vacant/trying to fill

The TAHC has been extended by the Director of DHR. The County Board of Supervisors and the County Executive must approve the second extension to a vacant unclassified position through adoption of a resolution.

*Individual has a TAHC according to provisions of labor contracts