

**REVISED 09-02-15**

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

**DATE** : September 2, 2015  
**To** : Committee on Finance, Personnel & Audit  
**FROM** : Mike Blickhahn, Director Compensation/HRIS *MB*  
**SUBJECT** : **Informational Report for 09/17/2015**  
**Finance, Personnel & Audit Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that the Chief Human Resources Officer intends to approve for implementation.

The reports are:

- Reclassifications
- Advancements within the pay range
- Reallocations
- Appointments at an advanced step of the pay range
- Revisions to Executive Compensation Plan [ECP]
- Dual employment
- Emergency appointment
- Temporary appointment
- Temporary assignments to a higher classification (updated through August 21, 2015)

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 September 17, 2015 Finance, Personnel & Audit Committee Meeting for informational purposes.

Copy: HR Managers

### Finance, Personnel & Audit Committee Meeting Compensation Report September 2015

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(Reclassifications, Advancements Within The Pay Range and Reallocations)  
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HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOBCODE & POSITION #	RECOMMENDED TITLE / JOBCODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000001	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
							14 \$ 114,675.81		14 \$ 114,675.81		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000008	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
							14 \$ 114,675.81		14 \$ 114,675.81		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000004	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
							14 \$ 114,675.81		14 \$ 114,675.81		

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000005	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
							14 \$ 114,675.81		14 \$ 114,675.81		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000010	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
							14 \$ 114,675.81		14 \$ 114,675.81		
1130	Corporation Counsel	Performance	Assistant Corporation Counsel 00059249000009	N/A	1	34Z	01 \$ 47,115.12	34Z	01 \$ 47,115.12	Immediate Recruitment Need	08/31/2015
							02 \$ 52,295.57		02 \$ 52,295.57	Internal Equity	
							03 \$ 57,649.49		03 \$ 57,649.49	Misclassification	
							04 \$ 61,660.77		04 \$ 61,660.77	No Incumbent	
							05 \$ 65,951.60		05 \$ 65,951.60	Red Circled	
							06 \$ 70,541.12		06 \$ 70,541.12	Retention	
							07 \$ 74,415.33		07 \$ 74,415.33	X Other: Exceptional Performance	
							08 \$ 80,701.09		08 \$ 80,701.09		
							09 \$ 86,316.26		09 \$ 86,316.26		
							10 \$ 90,512.66		10 \$ 90,512.66		
							11 \$ 96,283.82		11 \$ 96,283.82		
							12 \$ 102,061.02		12 \$ 102,061.02		
							13 \$ 108,184.34		13 \$ 108,184.34		
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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
1151	DAS CBO	Reclassification	Fiscal And Budget Manager 00012244000001	Financial Manager CBO TBD	1	33M	01 \$ 67,633.79	35M	01 \$ 73,524.85	Immediate Recruitment Need	08/31/2015
							02 \$ 70,605.58		02 \$ 77,066.59	Internal Equity	
							03 \$ 73,524.85		03 \$ 80,609.59 X	Misclassification	
							04 \$ 77,066.59		04 \$ 84,095.23	No Incumbent	
							05 \$ 80,609.59		05 \$ 87,640.12	Red Circled	
				Retention							
				Other:							
1151	DAS CBO	Reclassification	Sr Accountant 00004442000001	Accounting Supervisor TBD	1	28	01 \$ 56,815.30	31M	01 \$ 61,746.92	Immediate Recruitment Need	08/31/2015
							02 \$ 59,281.00		02 \$ 64,721.45	Internal Equity	
							03 \$ 62,102.80		03 \$ 67,633.79 X	Misclassification	
							04 \$ 64,864.51		04 \$ 70,605.58	No Incumbent	
							05 \$ 67,989.66		05 \$ 73,525.06	Red Circled	
				Retention							
				Other:							
3090	Treasury	Performance	Manager Accounting Treasury 00004219000001	N/A	1	34M	01 \$ 70,605.58	34M	01 \$ 70,605.58	Immediate Recruitment Need	08/03/2015
							02 \$ 73,524.85		02 \$ 73,524.85	Internal Equity	
							03 \$ 77,066.59		03 \$ 77,066.59	Misclassification	
							04 \$ 80,609.59		04 \$ 80,609.59	No Incumbent	
							05 \$ 84,095.23		05 \$ 84,095.23	Red Circled	
				Retention							
				Other: Exceptional Performance							
4000	Sheriff	Reclassification	Adm Asst NR Exempt 0000040000010 / 12	Office Management Supervisor TBD	2	06PM	01 \$ 34,764.46	24M	01 \$ 47,817.57	Immediate Recruitment Need	08/31/2015
							02 \$ 35,991.12		02 \$ 49,645.69 X	Internal Equity	
							03 \$ 37,218.40		03 \$ 51,470.44 X	Misclassification	
							04 \$ 38,445.27		04 \$ 53,294.56 X	No Incumbent	
							05 \$ 39,672.35		05 \$ 55,707.12	Red Circled	
							06 \$ 40,899.00			Retention	
							07 \$ 42,126.50			Other:	
							08 \$ 44,579.82				
4000	Sheriff	Reclassification	Adm Asst NR Exempt 0000040000029	Office Management Supervisor TBD	1	06PM	01 \$ 34,764.46	24M	01 \$ 47,817.57	Immediate Recruitment Need	08/31/2015
							02 \$ 35,991.12		02 \$ 49,645.69 X	Internal Equity	
							03 \$ 37,218.40		03 \$ 51,470.44 X	Misclassification	
							04 \$ 38,445.27		04 \$ 53,294.56	No Incumbent	
							05 \$ 39,672.35		05 \$ 55,707.12	Red Circled	
							06 \$ 40,899.00			Retention	
							07 \$ 42,126.50			Other:	
							08 \$ 43,353.37				
							09 \$ 44,579.82				

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4000	Sheriff	Reclassification	Adm Asst NR Exempt 0000040000013 / 09	Office Management Supervisor TBD	2	06PM	01 \$ 34,764.46	24M	01 \$ 47,817.57	Immediate Recruitment Need	08/31/2015
							02 \$ 35,991.12		02 \$ 49,645.69	X Internal Equity	
							03 \$ 37,218.40		03 \$ 51,470.44	X Misclassification	
							04 \$ 38,445.27		04 \$ 53,294.56	No Incumbent	
							05 \$ 39,672.35		05 \$ 55,707.12	Red Circled	
							06 \$ 40,899.00			Retention	
							07 \$ 42,126.50			Other:	
							08 \$ 43,353.37				
							09 \$ 44,579.82				
4300	HOC	Performance	Corr Manager 0007711000008	N/A	1	915E	01 \$ 62,285.78	915E	01 \$ 62,285.78	Immediate Recruitment Need	08/03/2015
							02 \$ 65,399.79		02 \$ 65,399.79	Internal Equity	
							03 \$ 68,514.86		03 \$ 68,514.86	Misclassification	
							04 \$ 71,628.46		04 \$ 71,628.46	No Incumbent	
							05 \$ 74,743.10		05 \$ 74,743.10	Red Circled	
							06 \$ 77,079.61		06 \$ 77,079.61	Retention	
							07 \$ 79,414.86		07 \$ 79,414.86	X Other: Exceptional Performance	
							08 \$ 80,971.76		08 \$ 80,971.76		
4800/1151	OEM/ DAS CBO	Reclassification	Accountant 1 0000410000010	Associate Accountant TBD	1	14	01 \$ 35,724.10	20	01 \$ 42,375.45	Immediate Recruitment Need	08/31/2015
							02 \$ 36,814.00		02 \$ 44,016.38	Internal Equity	
							03 \$ 37,866.21		03 \$ 45,772.02	X Misclassification	
							04 \$ 38,861.86		04 \$ 47,640.05	No Incumbent	
							05 \$ 40,051.12		05 \$ 49,191.28	Red Circled	
		Retention									
		Other:									
5040	Airport	Performance	Airport Marketing & PR Coord 0004143000001	N/A	1	28M	01 \$ 55,707.12	28M	01 \$ 55,707.12	Immediate Recruitment Need	08/03/2015
							02 \$ 56,431.69		02 \$ 56,431.69	Internal Equity	
							03 \$ 59,117.77		03 \$ 59,117.77	Misclassification	
							04 \$ 61,746.92		04 \$ 61,746.92	No Incumbent	
							05 \$ 64,721.45		05 \$ 64,721.45	Red Circled	
		Retention									
		X Other: Exceptional Performance									
5040	Airport	Reclassification	Geographic Info Sys Coord 0003578000001	City Works GIS Coordinator TBD	1	30	01 \$ 57,952.67	34M	01 \$ 70,605.58	Immediate Recruitment Need	08/31/2015
							02 \$ 60,529.93		02 \$ 73,524.85	Internal Equity	
							03 \$ 63,446.05		03 \$ 77,066.59	X Misclassification	
							04 \$ 66,301.04		04 \$ 80,609.59	No Incumbent	
							05 \$ 69,214.22		05 \$ 84,095.23	Red Circled	
		Retention									
		Other:									

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
5040	Airport	Performance	Geographic Info Sys Coord 0003578000001	N/A	1	34M	01	\$ 70,605.58	34M	01	\$ 70,605.58	Immediate Recruitment Need	08/31/2015
							02	\$ 73,524.85		02	\$ 73,524.85	Internal Equity	
							03	\$ 77,066.59		03	\$ 77,066.59	Misclassification	
							04	\$ 80,609.59		04	\$ 80,609.59	No Incumbent	
							05	\$ 84,095.23		05	\$ 84,095.23	Red Circled	
												Retention	
				X	Other: Exceptional Performance								
5800/5801	DOT/Risk	Reclassification	Manager Safety 0003264600001	Manager Program Safety DOT TBD	1	32M	01	\$ 64,721.45	31M	01	\$ 61,746.92	Immediate Recruitment Need	08/3/2015
							02	\$ 67,633.79		02	\$ 64,721.45	Internal Equity	
							03	\$ 70,605.58		03	\$ 67,633.79	X Misclassification	
							04	\$ 73,524.85		04	\$ 70,605.58	X No Incumbent	
							05	\$ 77,066.59		05	\$ 73,525.06	Red Circled	
												Retention	
				Other:									
7990	Family Care	Reclassification	Contract Specialist 0005732200005	Contract Serv Coord (CMO) TBD	1	25	01	\$ 50,633.90	27	01	\$ 54,355.26	Immediate Recruitment Need	08/3/2015
							02	\$ 52,494.37		02	\$ 56,815.30	Internal Equity	
							03	\$ 54,355.26		03	\$ 59,281.00	X Misclassification	
							04	\$ 56,815.30		04	\$ 62,102.80	X No Incumbent	
							05	\$ 59,281.00		05	\$ 64,864.51	Red Circled	
												Retention	
				Other:									
7990	Family Care	Performance	Contract Serv Coord (CMO) 0005733000006	N/A	1	27	01	\$ 54,355.26	27	01	\$ 54,355.26	Immediate Recruitment Need	08/3/2015
							02	\$ 56,815.30		02	\$ 56,815.30	Internal Equity	
							03	\$ 59,281.00		03	\$ 59,281.00	Misclassification	
							04	\$ 62,102.80		04	\$ 62,102.80	No Incumbent	
							05	\$ 64,864.51		05	\$ 64,864.51	Red Circled	
												Retention	
				X	Other: Exceptional Performance								
7990	Family Care	Performance	LTC Functional Screener 0000452500001	N/A	1	26	01	\$ 52,494.37	26	01	\$ 52,494.37	Immediate Recruitment Need	08/3/2015
							02	\$ 54,355.26		02	\$ 54,355.26	Internal Equity	
							03	\$ 56,815.30		03	\$ 56,815.30	Misclassification	
							04	\$ 59,281.00		04	\$ 59,281.00	No Incumbent	
							05	\$ 62,102.80		05	\$ 62,102.80	Red Circled	
												Retention	
				X	Other: Exceptional Performance								

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7990	Family Care	Performance	Quality Assurance Specialist 00058036000004	N/A	1	16C	01 \$ 34,132.75	01 \$ 34,132.75	Immediate Recruitment Need	08/3/2015	
							02 \$ 34,928.53	02 \$ 34,928.53	Internal Equity		
							03 \$ 35,724.10	03 \$ 35,724.10	Misclassification		
							04 \$ 36,814.00	04 \$ 36,814.00	No Incumbent		
							05 \$ 37,856.21	05 \$ 37,856.21	Red Circled		
							06 \$ 38,861.86	06 \$ 38,861.86	Retention		
							07 \$ 40,051.12	07 \$ 40,051.12	X Other: Exceptional Performance		
							08 \$ 41,183.03	08 \$ 41,183.03			
							09 \$ 42,375.45	09 \$ 42,375.45			
							10 \$ 44,016.38	10 \$ 44,016.38			
							11 \$ 45,772.02	11 \$ 45,772.02			
							12 \$ 47,640.05	12 \$ 47,640.05			
							13 \$ 49,191.28	13 \$ 49,191.28			
							14 \$ 50,809.74	14 \$ 50,809.74			
							15 \$ 52,734.49	15 \$ 52,734.49			
							16 \$ 53,721.87	16 \$ 53,721.87			
							17 \$ 54,677.10	17 \$ 54,677.10			
8000	DHHS	Reclassification	Housing Prog Asst Rehab 00008010000002	Housing Navigator	1	22	01 \$ 45,772.02	01 \$ 44,016.38	Immediate Recruitment Need	08/31/2015	
							02 \$ 47,640.05	02 \$ 45,772.02	Internal Equity		
							03 \$ 49,191.28	03 \$ 47,640.05	X Misclassification		
							04 \$ 50,809.74	04 \$ 49,191.28	X No Incumbent		
							05 \$ 52,734.49	05 \$ 50,809.74	Red Circled		
								06 \$ 52,734.49	Retention		
								07 \$ 54,660.51	Other:		
8000	DHHS	Reclassification	Finalcial Analyst-Supvr 00004463000001	Housing Navigator	1	22	01 \$ 45,772.02	01 \$ 44,016.38	Immediate Recruitment Need	08/31/2015	
							02 \$ 47,640.05	02 \$ 45,772.02	Internal Equity		
							03 \$ 49,191.28	03 \$ 47,640.05	X Misclassification		
							04 \$ 50,809.74	04 \$ 49,191.28	X No Incumbent		
							05 \$ 52,734.49	05 \$ 50,809.74	Red Circled		
								06 \$ 52,734.49	Retention		
								07 \$ 54,660.51	Other:		
8000	DHHS	Performance	Housing Prog Manager BH 00008024000001	N/A	1	33M	01 \$ 67,633.79	01 \$ 67,633.79	Immediate Recruitment Need	7/20/2015	
							02 \$ 70,605.58	02 \$ 70,605.58	Internal Equity		
							03 \$ 73,524.85	03 \$ 73,524.85	Misclassification		
							04 \$ 77,066.59	04 \$ 77,066.59	No Incumbent		
							05 \$ 80,609.59	05 \$ 80,609.59	Red Circled		
		Retention									
		X Other: Exceptional Performance									

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8000	DHHS	Performance	Asst Housing Prog Coord SN 00008441000001	N/A	1	25	01	\$ 50,633.90	01	\$ 50,633.90	Immediate Recruitment Need	7/20/2015
							02	\$ 52,494.37	02	\$ 52,494.37	Internal Equity	
							03	\$ 54,355.26	03	\$ 54,355.26	Misclassification	
							04	\$ 56,815.30	04	\$ 56,815.30	No Incumbent	
							05	\$ 59,281.00	05	\$ 59,281.00	Red Circled	
											Retention	
				X	Other: Exceptional Performance							



RECLASS  
DAS FISCAL FORM  
8/21/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Corporation Counsel  
Date of Reclassification Request: 8/13/2015  
Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S):															
1	1130		00059249000001	Assistant Corporation Counsel	34Z	07	1	1.0	35.78	2,862	219	841	8	31,378	101,977
2	1130		00059249000008	Assistant Corporation Counsel	34Z	05	1	1.0	31.71	2,537	194	806	8	28,293	91,951
3	1130		00059249000004	Assistant Corporation Counsel	34Z	06	1	1.0	33.91	2,713	208	825	8	29,966	97,388
4	1130		00059249000005	Assistant Corporation Counsel	34Z	07	1	1.0	35.78	2,862	219	841	8	31,378	101,977
5	1130		00059249000010	Assistant Corporation Counsel	34Z	10	1	1.0	43.52	3,481	268	908	8	37,244	121,044
6	1130		00059249000009	Assistant Corporation Counsel	34Z	13	1	1.0	52.01	4,161	318	981	8	43,685	141,976
													SUBTOTAL:	201,943	656,314
RECLASSIFIED POSITION(S):															
1	1130		00059248000001	Assistant Corporation Counsel	34Z	08	1	1.0	38.80	3,104	237	867	8	33,668	109,422
2	1130		00059249000008	Assistant Corporation Counsel	34Z	06	1	1.0	33.91	2,713	208	825	8	29,966	97,388
3	1130		00059249000004	Assistant Corporation Counsel	34Z	07	1	1.0	35.78	2,862	219	841	8	31,378	101,977
4	1130		00059249000005	Assistant Corporation Counsel	34Z	08	1	1.0	38.80	3,104	237	867	8	33,668	109,422
5	1130		00059249000010	Assistant Corporation Counsel	34Z	11	1	1.0	46.29	3,703	283	932	8	39,348	127,880
6	1130		00059249000009	Assistant Corporation Counsel	34Z	14	1	1.0	55.13	4,411	337	1,008	8	46,051	149,665
													SUBTOTAL:	214,079	695,755
													TOTAL COST:	12,136	39,442

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

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

  
Director of Performance, Strategy, and Budget

  
DATE

RECLASS  
DAS FISCAL FORM  
8/24/2015

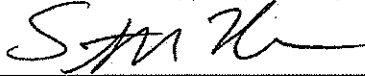
RECLASSIFICATION DAS FISCAL FORM  
 Department: DAS FISCAL AFFAIRS/ CBO  
 Date of Reclassification Request: 8/13/2015  
 Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	1151	1151	0122440000	Fiscal and Budget Manager	33M	05	1	1.0	38.75	3,100	237	867	8	33,635	109,314
2	1151	1151	0044420000	Senior Accountant	28	01	1	1.0	27.32	2,185	167	768	8	24,963	81,130
													SUBTOTAL:	58,598	190,444
RECLASSIFIED POSITION(S)*:															
1	1151	1151	0122440000	Financial Manager CBO	35M	03	1	1.0	38.75	3,100	237	867	8	33,635	109,314
2	1151	1151	0044420000	Accounting Supervisor	31M	01	1	1.0	29.69	2,375	182	788	8	26,760	86,971
													SUBTOTAL:	60,395	196,285
													TOTAL COST:	1,797	5,842

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

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

  
 Director of Performance, Strategy, and Budget

8-24-2015  
 DATE

RECLASS  
DAS FISCAL FORM  
8/21/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Treasury  
Date of Reclassification Request: 8/13/2015  
Date of Anticipated Reclassification: 8/3/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	3090		00004219000001	Manager Accounting Treasury	34M	03	1	1.0	37.05	2,964	227	852	10	40,430	105,117
													SUBTOTAL:	40,430	105,117
RECLASSIFIED POSITION(S)*:															
1	3090		00004219000001	Manager Accounting Treasury	34M	04	1	1.0	38.75	3,100	237	867	10	42,044	109,314
													SUBTOTAL:	42,044	109,314
													TOTAL COST:	1,614	4,197


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

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

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

8.24.2015  
\_\_\_\_\_  
DATE

RECLASS  
 DAS FISCAL FORM  
 8/21/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Sheriff  
 Date of Reclassification Request: 8/13/2015  
 Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	4000		00000040000010 / 12	Adm Asst NR Exempt	06PM	01	2	1.0	16.71	1,337	102	676	8	33,853	110,021
2	4000		00000040000029	Adm Asst NR Exempt	06PM	04	1	1.0	16.48	1,479	113	692	8	18,268	59,370
3	4000		00000040000013 / 09	Adm Asst NR Exempt	06PM	09	2	1.0	21.43	1,715	131	717	8	41,007	133,274
													SUBTOTAL:	93,128	302,685
RECLASSIFIED POSITION(S)*:															
1	4000		00000040000010 / 12	Adm Asst NR Exempt	24M	01	2	1.0	22.99	1,839	141	731	8	43,367	140,944
2	4000		00000040000029	Adm Asst NR Exempt	24M	01	1	1.0	22.99	1,839	141	731	8	21,684	70,472
3	4000		00000040000013 / 09	Adm Asst NR Exempt	24M	01	2	1.0	22.99	1,839	141	731	8	43,367	140,944
													SUBTOTAL:	108,418	352,359
													TOTAL COST:	15,291	49,694

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

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

S.A.R. Miller  
 Director of Performance, Strategy, and Budget

8.24.2015  
 DATE

RECLASS  
DAS FISCAL FORM  
8/24/2015

RECLASSIFICATION DAS FISCAL FORM

Department: House of Correction  
Date of Reclassification Request: 7/30/2015  
Date of Anticipated Reclassification: 5/18/2015

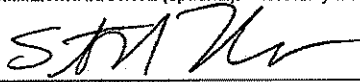
Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	4300	4300	0771100000	Corr Manager	915E	01	1	1.0	29.95	2,396	183	791	8	0	87,610
													SUBTOTAL:	0	87,610
RECLASSIFIED POSITION(S)*:															
1	4300	4300	0771100000	Corr Manager	915E	03	1	1.0	32.94	2,635	202	817	8	29,227	94,988
													SUBTOTAL:	29,227	94,988
													<b>TOTAL COST:</b>	<b>29,227</b>	<b>7,378</b>

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

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

8.24.2015  
DATE

RECLASS  
DAS FISCAL FORM  
8/24/2015

RECLASSIFICATION DAS FISCAL FORM  
 Department: OFFICE OF EMERGENCY MGMT  
 Date of Reclassification Request: 8/13/2015  
 Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	4800	1151	0041000000	Accountant 1	14	03	1	1.0	18.20	1,456	111	689	8	18,053	58,673
													SUBTOTAL:	18,053	58,673
RECLASSIFIED POSITION(S)*:															
1	4800	1151	0041000000	Associate Accountant	20	01	1	1.0	20.37	1,630	125	708	8	19,700	64,026
													SUBTOTAL:	19,700	64,026
													TOTAL COST:	1,647	5,353


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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

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

8-24-2015  
 \_\_\_\_\_  
 DATE

RECLASS  
DAS FISCAL FORM  
9/2/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Airport  
Date of Reclassification Request: 8/13/2015  
Date of Anticipated Reclassification: 8/3/15 & 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	5040		00041430000001	Airport Marketing & PR Coord	28M	04	1	1.0	29.69	2,375	182	788	10	33,450	86,971
2	5040		00035780000001	Geographic Info Sys Coord	30	05	1	1.0	33.28	2,662	204	820	8	29,482	95,816
3	5040		00035780000001	Geographic Info Sys Coord	34M	01	1	1.0	33.95	2,716	208	825	8	29,989	97,464
													SUBTOTAL:	92,921	280,252
RECLASSIFIED POSITION(S)*:															
1	5040		00041430000001	Airport Marketing & PR Coord	28M	05	1	1.0	31.12	2,489	190	801	10	34,806	90,495
2	5040		TBD	City Works GIS Coordinator	34M	01	1	1.0	33.95	2,716	208	825	8	29,989	97,464
3	5040		00035780000001	Geographic Info Sys Coord	34M	03	1	1.0	37.05	2,984	227	852	8	32,344	105,117
													SUBTOTAL:	97,138	293,076
													TOTAL COST:	4,217	12,824

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

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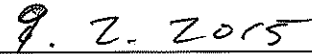
DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.



Director of Performance, Strategy, and Budget



DATE

RECLASS  
DAS FISCAL FORM  
8/24/2015

RECLASSIFICATION DAS FISCAL FORM

Department: DOT  
Date of Reclassification Request: 7/30/2015  
Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total	
EXISTING POSITION(S)*:																
1	5800	5801	00032646000001	Manager Safety	32M	01	1	1.0	31.12	2,489	190	801	8	27,844	90,495	
														SUBTOTAL:	27,844	90,495
RECLASSIFIED POSITION(S)*:																
1	5800	5801		Manager Program Safety DOT	31M	01	1	1.0	29.69	2,375	182	788	8	26,760	86,971	
														SUBTOTAL:	26,760	86,971
														TOTAL COST:	(1,084)	(3,523)

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

S.M. No  
Director of Performance, Strategy, and Budget

8-24-2015  
DATE



RECLASS  
DAS FISCAL FORM  
8/21/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Family Care

Date of Reclassification Request: 7/30/2015

Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total	
EXISTING POSITION(S)*:																
1	7990	7990	00057322000005	Contract Specialist	25	01	1	1.0	24.34	1,947	149	742	8	22,710	73,808	
2	7990	7990	00055733000006	Contract Serv Coord (CMO)	27	03	1	1.0	28.50	2,280	174	778	8	25,862	84,050	
3	7990	7990	00004525000001	LTC Functional Screener	26	04	1	1.0	28.50	2,280	174	778	8	25,862	84,050	
4	7990	7990	00058036000004	Quality Assurance Specialist	16C	03	1	1.0	17.18	1,374	105	680	8	17,276	56,147	
														SUBTOTAL:	91,710	298,056
RECLASSIFIED POSITION(S)*:																
1	7990	7990		Contract Serv Coord (CMO)	27	01	1	1.0	26.13	2,091	160	758	8	24,066	78,216	
2	7990	7990		Contract Serv Coord (CMO)	27	05	1	1.0	31.18	2,495	191	801	8	27,897	90,664	
3	7990	7990		LTC Functional Screener	26	05	1	1.0	29.66	2,389	183	790	8	26,890	87,393	
4	7990	7990		Quality Assurance Specialist	16C	05	1	1.0	18.20	1,456	111	689	8	18,053	58,673	
														SUBTOTAL:	96,906	314,945
														TOTAL COST:	5,197	16,889

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

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

  
Director of Performance, Strategy, and Budget

8.24.2015

DATE

RECLASS  
DAS FISCAL FORM  
8/21/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Health & Human Services

Date of Reclassification Request: 7/30/2015

Date of Anticipated Reclassification: 8/31/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	8000	8000	00008010000002	Housing Prog Asst Rehab	22	01	1	1.0	22.01	1,760	135	722	8	20,938	68,049
2	8000	8000	00004463000001	Finalcial Analyst-Supvr	22	01	1	1.0	22.01	1,760	135	722	8	20,938	68,049
3	8000	8000	00008024000001	Housing Prog Manager BH	33M	03	1	1.0	35.35	2,828	216	837	8	31,053	100,922
4	8000	8000	00008441000001	Asst Housing Prog Coord SN	25	01	1	1.0	24.34	1,947	149	742	8	22,710	73,808
5	8000	8000	00035680000002	Housing Prog Analyst	18	03	1	1.0	20.37	1,630	125	708	8	19,700	64,026
													SUBTOTAL:	115,340	374,854
RECLASSIFIED POSITION(S)*:															
1	8000	8000	00008010000002	Housing Navigator	23F	01	1	1.0	21.16	1,693	130	715	8	20,298	65,969
2	8000	8000	00004463000001	Housing Navigator	23F	01	1	1.0	21.16	1,693	130	715	8	20,298	65,969
3	8000	8000	00008024000001	Housing Prog Manager BH	33M	04	1	1.0	37.05	2,964	227	852	8	32,344	105,117
4	8000	8000	00008441000001	Asst Housing Prog Coord SN	25	02	1	1.0	25.24	2,019	154	750	8	23,388	76,012
5	8000	8000	00035680000002	Housing Prog Analyst	18	05	1	1.0	22.01	1,760	135	722	8	20,938	68,049
													SUBTOTAL:	117,267	381,117
													TOTAL COST:	1,927	6,263


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

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

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

*8.24.2015*  
\_\_\_\_\_  
DATE

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2015**

08/13/2015

^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
DAS - Fiscal Affairs	1151	Architectural Technician	n/a	24A	1	\$ 17.00	\$ 35,369.15	15	07/06/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 17.67	\$ 36,744.86			
					3	\$ 18.34	\$ 38,142.83			
					4	\$ 19.01	\$ 39,540.80			
					5	\$ 19.67	\$ 40,916.30			
					6	\$ 20.34	\$ 42,314.27			
					7	\$ 21.00	\$ 43,690.19			
					8	\$ 21.68	\$ 45,087.95			
					9	\$ 22.35	\$ 46,485.71			
					10	\$ 23.01	\$ 47,861.42			
					11	\$ 23.68	\$ 49,259.39			
					12	\$ 24.34	\$ 50,635.10			
					13	\$ 25.02	\$ 52,033.07			
					14	\$ 25.68	\$ 53,408.58			
					15	\$ 26.35	\$ 54,806.75			
					16	\$ 27.02	\$ 56,204.51			
					17	\$ 27.68	\$ 57,580.43			
					18	\$ 28.35	\$ 58,978.19			
					19	\$ 29.02	\$ 60,353.90			
					20	\$ 29.69	\$ 61,751.66			
					21	\$ 30.01	\$ 62,417.47			
District Attorney	4500	Administrative Intern	n/a	011M	1	\$ 11.21	\$ 23,325.18	3	08/17/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 11.60	\$ 24,137.35			
					3	\$ 12.25	\$ 25,477.45			
					4	\$ 12.54	\$ 26,075.97			
					5	\$ 12.87	\$ 26,764.19			
					6	\$ 13.18	\$ 27,409.98			
					7	\$ 13.49	\$ 28,056.18			
					8	\$ 13.86	\$ 28,837.26			
					9	\$ 14.34	\$ 29,820.02			
					10	\$ 14.81	\$ 30,803.19			
					11	\$ 15.28	\$ 31,786.36			
					12	\$ 15.75	\$ 32,769.54			
					13	\$ 16.23	\$ 33,752.50			
					14	\$ 16.70	\$ 34,735.47			
					15	\$ 17.17	\$ 35,718.85			
District Attorney	4500	Clerical Assistant 1	n/a	03P	1	\$ 13.66	\$ 28,408.07	3	07/20/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 14.14	\$ 29,410.78			
					3	\$ 14.62	\$ 30,413.07			
					4	\$ 15.10	\$ 31,415.99			
					5	\$ 15.59	\$ 32,418.92			
					6	\$ 16.07	\$ 33,421.42			
					7	\$ 16.55	\$ 34,424.34			
					8	\$ 17.03	\$ 35,426.63			
					9	\$ 17.51	\$ 36,429.55			

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2015**

08/13/2015

^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
Airport	5040	Assistant Chief Aircraft Rescue and Fire Fighting	n/a	29FM	1	\$ 27.13	\$ 73,361.20	3	07/06/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 28.42	\$ 76,853.10			
					3	\$ 29.69	\$ 80,271.00			
					4	\$ 31.12	\$ 84,137.88			
					5	\$ 32.52	\$ 87,923.92			
DOT - Highway	5100	Sr Analyst GIS	n/a	30	1	\$ 27.86	\$ 57,952.67	3	07/13/2015	Promotion
					2	\$ 29.10	\$ 60,529.93			
					3	\$ 30.50	\$ 63,446.05			
					4	\$ 31.88	\$ 66,301.04			
					5	\$ 33.28	\$ 69,214.22			
Aging	7900	Human Service Worker	n/a	16C	1	\$ 16.41	\$ 34,132.75	8	08/03/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 16.79	\$ 34,928.53			
					3	\$ 17.18	\$ 35,724.10			
					4	\$ 17.70	\$ 36,814.00			
					5	\$ 18.20	\$ 37,856.21			
					6	\$ 18.68	\$ 38,861.86			
					7	\$ 19.26	\$ 40,051.12			
					8	\$ 19.80	\$ 41,183.03			
					9	\$ 20.37	\$ 42,375.45			
					10	\$ 21.16	\$ 44,016.38			
					11	\$ 22.01	\$ 45,772.02			
					12	\$ 22.90	\$ 47,640.05			
					13	\$ 23.65	\$ 49,191.28			
					14	\$ 24.43	\$ 50,809.74			
					15	\$ 25.35	\$ 52,734.49			
					16	\$ 25.83	\$ 53,721.87			
					17	\$ 26.29	\$ 54,677.10			
Aging	7900	Office Assistant 2	n/a	02P	1	\$ 12.85	\$ 26,729.95	5	08/03/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 13.30	\$ 27,673.21			
					3	\$ 13.76	\$ 28,617.10			
					4	\$ 14.21	\$ 29,560.57			
					5	\$ 14.67	\$ 30,503.62			
					6	\$ 15.12	\$ 31,447.51			
					7	\$ 15.57	\$ 32,390.55			
					8	\$ 16.03	\$ 33,333.81			
					9	\$ 16.48	\$ 34,277.28			
Family Care	7990	Quality Assurance Coordinator	n/a	27	1	\$ 26.13	\$ 54,355.26	3	07/17/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 27.32	\$ 56,815.30			
					3	\$ 28.50	\$ 59,281.00			
					4	\$ 29.86	\$ 62,102.80			
					5	\$ 31.18	\$ 64,864.51			
DHHS	8000	Unit Supervisor - LTS	n/a	26M	1	\$ 24.75	\$ 51,470.44	2	07/20/2015	2 years of experience
					2	\$ 25.62	\$ 53,294.56			
					3	\$ 26.78	\$ 55,707.12			
					4	\$ 27.13	\$ 56,431.69			
					5	\$ 28.42	\$ 59,117.77			

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2015**

08/13/2015

^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	Human Service Worker	n/a	16C	1	\$ 16.41	\$ 34,132.75	5	07/06/2015	14 years of experience
					2	\$ 16.79	\$ 34,928.53			
					3	\$ 17.18	\$ 35,724.10			
					4	\$ 17.70	\$ 36,814.00			
					5	\$ 18.20	\$ 37,856.21			
					6	\$ 18.68	\$ 38,861.86			
					7	\$ 19.26	\$ 40,051.12			
					8	\$ 19.80	\$ 41,183.03			
					9	\$ 20.37	\$ 42,375.45			
					10	\$ 21.16	\$ 44,016.38			
					11	\$ 22.01	\$ 45,772.02			
					12	\$ 22.90	\$ 47,640.05			
					13	\$ 23.65	\$ 49,191.28			
					14	\$ 24.43	\$ 50,809.74			
					15	\$ 25.35	\$ 52,734.49			
					16	\$ 25.83	\$ 53,721.87			
					17	\$ 26.29	\$ 54,677.10			
DHHS	8000	Human Service Worker BI Sp	n/a	16C	1	\$ 16.41	\$ 34,132.75	8	07/20/2015	Education and Experience exceed the minimum qualifications for the position
					2	\$ 16.79	\$ 34,928.53			
					3	\$ 17.18	\$ 35,724.10			
					4	\$ 17.70	\$ 36,814.00			
					5	\$ 18.20	\$ 37,856.21			
					6	\$ 18.68	\$ 38,861.86			
					7	\$ 19.26	\$ 40,051.12			
					8	\$ 19.80	\$ 41,183.03			
					9	\$ 20.37	\$ 42,375.45			
					10	\$ 21.16	\$ 44,016.38			
					11	\$ 22.01	\$ 45,772.02			
					12	\$ 22.90	\$ 47,640.05			
					13	\$ 23.65	\$ 49,191.28			
					14	\$ 24.43	\$ 50,809.74			
					15	\$ 25.35	\$ 52,734.49			
					16	\$ 25.83	\$ 53,721.87			
					17	\$ 26.29	\$ 54,677.10			
DHHS	8000	Office Support Assistant 2	n/a	02P	1	\$ 12.85	\$ 26,729.95	9	07/20/2015	15 years of experience
					2	\$ 13.30	\$ 27,673.21			
					3	\$ 13.76	\$ 28,617.10			
					4	\$ 14.21	\$ 29,560.57			
					5	\$ 14.67	\$ 30,503.62			
					6	\$ 15.12	\$ 31,447.51			
					7	\$ 15.57	\$ 32,390.55			
					8	\$ 16.03	\$ 33,333.81			
					9	\$ 16.48	\$ 34,277.28			
DHHS	8000	Housing Navigator	n/a	23F	1	\$ 21.16	\$ 44,016.38	3	08/03/2015	Education and Experience exceed the minimum qualifications for the position
					2	\$ 22.01	\$ 45,772.02			
					3	\$ 22.90	\$ 47,640.05			
					4	\$ 23.65	\$ 49,191.28			
					5	\$ 24.43	\$ 50,809.74			
					6	\$ 25.35	\$ 52,734.49			
					7	\$ 26.28	\$ 54,660.51			

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2015**

08/13/2015

^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	Housing Navigator	n/a	23F	1	\$ 21.16	\$ 44,016.38	2	08/03/2015	7 years of experience
					2	\$ 22.01	\$ 45,772.02			
					3	\$ 22.90	\$ 47,640.05			
					4	\$ 23.65	\$ 49,191.28			
					5	\$ 24.43	\$ 50,809.74			
					6	\$ 25.35	\$ 52,734.49			
					7	\$ 26.28	\$ 54,660.51			
DHHS	8000	Community Intervention Specialist	n/a	24	1	\$ 23.45	\$ 48,768.81	2	08/31/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 24.34	\$ 50,633.90			
					3	\$ 25.24	\$ 52,494.37			
					4	\$ 26.13	\$ 54,355.26			
					5	\$ 27.32	\$ 56,815.30			
Parks	9000	Office Assistant 1	n/a	6	1	\$ 12.88	\$ 26,799.07	7	07/06/2015	Training and Experience exceed the minimum qualifications for the position
					2	\$ 13.34	\$ 27,749.05			
					3	\$ 14.14	\$ 29,409.94			
					4	\$ 14.50	\$ 30,159.29			
					5	\$ 14.94	\$ 31,073.35			
					6	\$ 15.31	\$ 31,852.54			
					7	\$ 15.71	\$ 32,685.09			

**INFORMATIONAL ONLY**

**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Finance, Personnel & Audit Committee Meeting**  
**September 17, 2015**

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

**Dual Employment Report  
Finance, Personnel & Audit Committee Meeting  
September 17, 2015**

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



Emergency Appointment Report  
 Finance, Personnel & Audit Committee Meeting  
 September 17, 2015

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt Date	Pay Range
Courts	2806	Yee	Samantha	Clerical Specialist	F	A	10/27/2014	05PM
DAS-Fiscal	1157	Lucas	Jeremy	Analyst Budget & Mgmt	F	A	7/6/2015	26M
DAS-Fiscal	1179	Lukasik	Lara	Analyst Budget & Mgmt	F	A	7/6/2015	26M

**Temporary Appointment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**September 17, 2015**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
HR	1141	Kiel	Aimee	87710	HR Student Intern	A	I	0	6/22/2015	HT
HR	1141	Cortez	Daniel	87710	Human Res Intern	A	I	0	7/6/2015	HT
IMSD	1163	Davids-Modschiedler	Julian	87420	Info Systems Intern	A	I		7/20/2015	HT

**Temporary Assignment to a Higher Classification (TAHC) Report**  
**Finance, Personnel & Audit Committee Meeting**  
**September 17, 2015**

DEPT	FIRST NAME	LAST NAME	CURRENT JOB TITLE	OLD PAY RANGE	NEW PAY RANGE	TAHC JOB TITLE	ORIG START	EXTENDED/ NEW DATE	END DATE	TYPE OF EXT	REASON
MCSO	Daniel	Dittberner	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sergeant	8/21/2014	5/18/2015	11/13/2015	*	Incumbent resigned
MCSO	Aaron	Dobson	Deputy Sheriff	17BZ	22B	Sheriff Sergeant	7/26/2015		10/23/2015		Vacant position
MCSO	Eric	Worden	Deputy Sheriff	17BZ	22B	Sheriff Sergeant	7/26/2015		10/23/2015		Vacant position
MCSO	Mark	Witek	Deputy Sheriff LT	30M	915E	Sheriff Captain	4/19/2015	7/18/2015	10/15/2015		Vacant position
MCSO	Tameka	Faulkner	Clerical Asst 1	3P	6PM	Administrative Asst	3/30/2015	6/27/2015	9/23/2015		Incumbent transferred
Parks	Benjamin	Zawacki	PMW II - IC	18Z	22M	Park Unit Coord I - Golf	6/22/2015		9/22/2015		Incumbent resigned
Parks	John	Rautmann	Park Worker III - Seasonal	5108	10Z	PMWII - IC	6/22/2015		9/22/2015		Incumbent reassigned
Parks	John	Rautmann	Park Worker III - Seasonal	5108	18Z	PMWII - IC	6/22/2015		9/22/2015		Incumbent reassigned
Family Care	Elizabeth	Teske	Serv Provider Train Spec	23	27	Contract Serv Coord (CMO)	4/6/2015	7/6/2015	10/3/2015	Bd	Incumbent retired
Child Support	David	Sabel	Paralegal-CSE	18L	24M	Child Support Supervisor	5/1/2015	7/30/2015	10/27/2015		Incumbent resigned
Child Support	Brittney	Rogers	Child Support Assistant	04P	06P	Administrative Asst	7/6/2015		10/3/2015		Incumbent retired
Child Support	Lottie	Maxwell-Mitchell	Paralegal-CSE	19L	22M	Child Support Coord	6/15/2015		9/12/2015		Incumbent promoted
Med Exam	Sheila	Plowman	Mgmt Asst	06PM	25	Forensic Investigator	6/29/2015		9/25/2015		Incumbent resigned
Airport	Mary	Teske	Airport Mtce Worker	15KZ	26M	Asst Airport Mtce Supv	6/21/2015		9/18/2015		Incumbent on TAHC
Airport	Jamie	Vetter	Auto & Equip Serv Tech DOT	19	20	Auto & Equip Svs Tech IC DOT	5/11/2015	8/9/2015	11/6/2015		Incumbent med leave
Zoo	Christopher	Fifarek	Accountant X	25M	30M	Concess/Merch Coord	6/3/2015	9/1/2015	11/29/2015		Incumbent promoted
Zoo	Ian	Shafer	Zoo Worker 6 Seas	51	13	Stores Clerk 3	6/1/2015	8/29/2015	11/26/2015		Increased activity
Zoo	Rebecca	Ventela	Zoo Worker 6 Seas	51	16M	Guest Services Supv	6/21/2015		9/18/2015		Incumbent promoted
Courts	Donya	Saffold	Analyst Budget & Mgmt	26	38M	Sr. Manager Financial	7/20/2015		10/9/2015		Incumbent resigned
IMSD	David	Haley	Network Tech Special 4	28D	38M	IT Manager-Applications	8/24/2015		11/21/2015		Incumbent resigned

\*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.