

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : April 29, 2014
To : Committee on Finance, Personnel & Audit
FROM : Rick Ceschin, Deputy Director of Human Resources
SUBJECT : **Informational Report for 05/15/2014**
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 April 21, 2014)

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 May 15, 2014 Finance, Personnel & Audit Committee Meeting for informational purposes.

RC:jam

Copy: HR Managers

Finance, Personnel & Audit Committee Meeting Compensation Report May 2014 - AMENDED on 4/30/2014

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(Reclassifications, Advancements Within The Pay Range and Reallocations)
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HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
1021	Veterans Services	REALLOCATION	Veteran Services Officer 00076880000001	Veterans Services Officer 00076880000001	1	913E	01 \$ 50,199.46	915E	01 \$ 62,285.78	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other: Assumed Director level duties
							02 \$ 51,945.22		02 \$ 65,399.79	
							03 \$ 55,221.00		03 \$ 68,514.86	
							04 \$ 57,730.40		04 \$ 71,628.46	
							05 \$ 60,240.02		05 \$ 74,743.10	
							06 \$ 62,122.76		06 \$ 77,079.61	
							07 \$ 64,004.23		07 \$ 79,414.86 x	
							08 \$ 65,260.09		08 \$ 80,971.76	
							1021		Veterans Services	
02 \$ 29,410.78	02 \$ 36,707.07									
03 \$ 30,413.07	03 \$ 37,959.15 x									
04 \$ 31,415.09	04 \$ 39,210.38									
05 \$ 32,418.92	05 \$ 40,461.41									
06 \$ 33,421.42	06 \$ 41,712.85									
07 \$ 34,424.34	07 \$ 42,964.30									
08 \$ 35,426.63	08 \$ 44,215.96									
09 \$ 36,429.55	09 \$ 45,467.19									
1150	Risk Management	RECLASSIFICATION	Safety Coordinator 00005890000001	Manager Claims & Safety TBD	1	30M	01 \$ 58,532.45	32M	01 \$ 64,080.64 x	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 61,135.57		02 \$ 66,964.14	
							03 \$ 64,080.64		03 \$ 69,906.51	
							04 \$ 66,964.14		04 \$ 72,796.88 x	
							05 \$ 69,906.51		05 \$ 76,303.55	
2000	Courts	RECLASSIFICATION	Office Supp Asst 1 000000040000006	Senior Clerical Assistant 00000800	1	01P	01 \$ 25,136.38	04P	01 \$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 26,022.88		02 \$ 31,097.66	
							03 \$ 26,910.62		03 \$ 32,157.84 x	
							04 \$ 27,798.16		04 \$ 33,218.02	
							05 \$ 28,684.66		05 \$ 34,278.19	
							06 \$ 29,571.98		06 \$ 35,338.37	
							07 \$ 30,459.10		07 \$ 36,398.34	
							08 \$ 31,346.02		08 \$ 37,458.30	
							09 \$ 32,233.55		09 \$ 38,519.10	
2000	Courts	RECLASSIFICATION	Office Supp Asst 1 000000040000003, 5, 7	Senior Clerical Assistant 00000800	3	01P	01 \$ 25,136.38	04P	01 \$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 26,022.88		02 \$ 31,097.66 x	
							03 \$ 26,910.62		03 \$ 32,157.84 x	
							04 \$ 27,798.16		04 \$ 33,218.02	
							05 \$ 28,684.66		05 \$ 34,278.19	
							06 \$ 29,571.98		06 \$ 35,338.37	
							07 \$ 30,459.10		07 \$ 36,398.34	
							08 \$ 31,346.02		08 \$ 37,458.30	
							09 \$ 32,233.55		09 \$ 38,519.10	

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
2000	Courts	RECLASSIFICATION	Office Supp Asst 1 00000004000004	Senior Clerical Assistant 00000800	1	01P	01	\$ 25,136.38	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 26,022.88		02	\$ 31,097.66		x
							03	\$ 26,910.62		03	\$ 32,157.84		x
							04	\$ 27,798.16		04	\$ 33,218.02		
							05	\$ 28,684.66		05	\$ 34,278.19		
							06	\$ 29,571.98		06	\$ 35,338.37		
							07	\$ 30,459.10		07	\$ 36,398.34		
							08	\$ 31,346.02		08	\$ 37,458.30		
							09	\$ 32,233.55		09	\$ 38,519.10		
							01	\$ 26,465.30		01	\$ 30,037.49		
2000	Courts	RECLASSIFICATION	Office Supp Asst 2 *00000007000017, 20, *23	Senior Clerical Assistant 00000800	3	02P	01	\$ 26,465.30	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 27,399.22		02	\$ 31,097.66		
							03	\$ 28,333.76		03	\$ 32,157.84		x
							04	\$ 29,267.89		04	\$ 33,218.02		
							05	\$ 30,201.60		05	\$ 34,278.19		
							06	\$ 31,136.14		06	\$ 35,338.37		
							07	\$ 32,069.86		07	\$ 36,398.34		
							08	\$ 33,003.78		08	\$ 37,458.30		
							09	\$ 33,937.90		09	\$ 38,519.10		
							01	\$ 26,465.30		01	\$ 30,037.49		
2000	Courts	RECLASSIFICATION	Office Supp Asst 2 00000007000011	Senior Clerical Assistant 00000800	1	02P	01	\$ 26,465.30	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 27,399.22		02	\$ 31,097.66		x
							03	\$ 28,333.76		03	\$ 32,157.84		x
							04	\$ 29,267.89		04	\$ 33,218.02		
							05	\$ 30,201.60		05	\$ 34,278.19		
							06	\$ 31,136.14		06	\$ 35,338.37		
							07	\$ 32,069.86		07	\$ 36,398.34		
							08	\$ 33,003.78		08	\$ 37,458.30		
							09	\$ 33,937.90		09	\$ 38,519.10		
							01	\$ 26,465.30		01	\$ 30,037.49		
2000	Courts	RECLASSIFICATION	Office Supp Asst 2 00000007000018	Senior Clerical Assistant 00000800	1	02P	01	\$ 26,465.30	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 27,399.22		02	\$ 31,097.66		x
							03	\$ 28,333.76		03	\$ 32,157.84		x
							04	\$ 29,267.89		04	\$ 33,218.02		
							05	\$ 30,201.60		05	\$ 34,278.19		
							06	\$ 31,136.14		06	\$ 35,338.37		
							07	\$ 32,069.86		07	\$ 36,398.34		
							08	\$ 33,003.78		08	\$ 37,458.30		
							09	\$ 33,937.90		09	\$ 38,519.10		
							01	\$ 26,465.30		01	\$ 30,037.49		
2000	Courts	RECLASSIFICATION	Office Supp Asst 2 00000007000016	Senior Clerical Assistant 00000800	1	02P	01	\$ 26,465.30	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 27,399.22		02	\$ 31,097.66		x
							03	\$ 28,333.76		03	\$ 32,157.84		x
							04	\$ 29,267.89		04	\$ 33,218.02		
							05	\$ 30,201.60		05	\$ 34,278.19		
							06	\$ 31,136.14		06	\$ 35,338.37		
							07	\$ 32,069.86		07	\$ 36,398.34		
							08	\$ 33,003.78		08	\$ 37,458.30		
							09	\$ 33,937.90		09	\$ 38,519.10		
							01	\$ 26,465.30		01	\$ 30,037.49		

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
2000	Courts	RECLASSIFICATION	Office Supp Asst 2 0000007000009, 12-15, 19, 21-22, 24	Senior Clerical Assistant 00000800	9	02P	01 \$ 26,465.30	04P	01 \$ 30,037.49	Immediate Recruitment Need	
							02 \$ 27,399.22		02 \$ 31,097.66 x		Internal Equity
							03 \$ 28,333.76		03 \$ 32,157.84 x		Misclassification
							04 \$ 29,267.89		04 \$ 33,218.02		No Incumbent
							05 \$ 30,201.60		05 \$ 34,278.19		Red Circled
							06 \$ 31,136.14		06 \$ 35,338.37		Retention
							07 \$ 32,069.86		07 \$ 36,398.34		Other:
							08 \$ 33,003.78		08 \$ 37,458.30		
							09 \$ 33,937.90		09 \$ 38,519.10		
							01 \$ 28,126.80		01 \$ 30,037.49		Immediate Recruitment Need
2000	Courts	RECLASSIFICATION	Clerical Asst 1 / BI Sp 00000042000004, 6, 10, 12, 15, 17, 23, 30, 32, *47, 49, 52, *58, *61, 64, 216-217, 00000044000001 *00000042999998	Senior Clerical Assistant 00000800	19	03P	02 \$ 29,119.58	04P	02 \$ 31,097.66	Internal Equity	
							03 \$ 30,111.95		03 \$ 32,157.84 x	Misclassification	
							04 \$ 31,104.94		04 \$ 33,218.02	No Incumbent	
							05 \$ 32,097.94		05 \$ 34,278.19	Red Circled	
							06 \$ 33,090.51		06 \$ 35,338.37	Retention	
							07 \$ 34,083.50		07 \$ 36,398.34	Other:	
							08 \$ 35,075.87		08 \$ 37,458.30		
							09 \$ 36,068.86		09 \$ 38,519.10		
							01 \$ 28,126.80		01 \$ 30,037.49	Immediate Recruitment Need	
							2000		Courts	RECLASSIFICATION	Clerical Asst 1 00000042000008, 55
03 \$ 30,111.95	03 \$ 32,157.84 x	Misclassification									
04 \$ 31,104.94	04 \$ 33,218.02	No Incumbent									
05 \$ 32,097.94	05 \$ 34,278.19	Red Circled									
06 \$ 33,090.51	06 \$ 35,338.37	Retention									
07 \$ 34,083.50	07 \$ 36,398.34	Other:									
08 \$ 35,075.87	08 \$ 37,458.30										
09 \$ 36,068.86	09 \$ 38,519.10										
01 \$ 28,126.80	01 \$ 30,037.49	Immediate Recruitment Need									
2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000044	Senior Clerical Assistant 00000800	1	03P		02 \$ 29,119.58			
							03 \$ 30,111.95	03 \$ 32,157.84 x	Misclassification		
							04 \$ 31,104.94	04 \$ 33,218.02	No Incumbent		
							05 \$ 32,097.94	05 \$ 34,278.19	Red Circled		
							06 \$ 33,090.51	06 \$ 35,338.37	Retention		
							07 \$ 34,083.50	07 \$ 36,398.34	Other:		
							08 \$ 35,075.87	08 \$ 37,458.30			
							09 \$ 36,068.86	09 \$ 38,519.10			
							01 \$ 28,126.80	01 \$ 30,037.49	Immediate Recruitment Need		
							2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000051, 65	Senior Clerical Assistant 00000800
03 \$ 30,111.95	03 \$ 32,157.84 x	Misclassification									
04 \$ 31,104.94	04 \$ 33,218.02	No Incumbent									
05 \$ 32,097.94	05 \$ 34,278.19	Red Circled									
06 \$ 33,090.51	06 \$ 35,338.37	Retention									
07 \$ 34,083.50	07 \$ 36,398.34	Other:									
08 \$ 35,075.87	08 \$ 37,458.30										
09 \$ 36,068.86	09 \$ 38,519.10										
01 \$ 28,126.80	01 \$ 30,037.49	Immediate Recruitment Need									

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000009, 45	Senior Clerical Assistant 00000800	2	03P	01 \$ 28,126.80	04P	01 \$ 30,037.49	Immediate Recruitment Need		
							02 \$ 29,119.58		02 \$ 31,097.66		x	Internal Equity
							03 \$ 30,111.95		03 \$ 32,157.84		x	Misclassification
							04 \$ 31,104.94		04 \$ 33,218.02			No Incumbent
							05 \$ 32,097.94		05 \$ 34,278.19			Red Circled
							06 \$ 33,090.51		06 \$ 35,338.37			Retention
							07 \$ 34,083.50		07 \$ 36,398.34			Other:
							08 \$ 35,075.87		08 \$ 37,458.30			
							09 \$ 36,068.86		09 \$ 38,519.10			
							2000		Courts		RECLASSIFICATION	Clerical Asst 1 00000042000063
02 \$ 29,119.58	02 \$ 31,097.66	x	Internal Equity									
03 \$ 30,111.95	03 \$ 32,157.84	x	Misclassification									
04 \$ 31,104.94	04 \$ 33,218.02		No Incumbent									
05 \$ 32,097.94	05 \$ 34,278.19		Red Circled									
06 \$ 33,090.51	06 \$ 35,338.37		Retention									
07 \$ 34,083.50	07 \$ 36,398.34		Other:									
08 \$ 35,075.87	08 \$ 37,458.30											
09 \$ 36,068.86	09 \$ 38,519.10											
2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000035, 56, 69	Senior Clerical Assistant 00000800	3	03P		01 \$ 28,126.80		04P		
							02 \$ 29,119.58	02 \$ 31,097.66	x		Internal Equity	
							03 \$ 30,111.95	03 \$ 32,157.84	x		Misclassification	
							04 \$ 31,104.94	04 \$ 33,218.02			No Incumbent	
							05 \$ 32,097.94	05 \$ 34,278.19			Red Circled	
							06 \$ 33,090.51	06 \$ 35,338.37			Retention	
							07 \$ 34,083.50	07 \$ 36,398.34			Other:	
							08 \$ 35,075.87	08 \$ 37,458.30				
							09 \$ 36,068.86	09 \$ 38,519.10				
							2000	Courts	RECLASSIFICATION		Clerical Asst 1 00000042000003, 7, 14, 16, 20, 24, 27,28, 31, 37-43, 48, 50, 53, 57, 59, 60, 62, 215	Senior Clerical Assistant 00000800
02 \$ 29,119.58	02 \$ 31,097.66	x	Internal Equity									
03 \$ 30,111.95	03 \$ 32,157.84	x	Misclassification									
04 \$ 31,104.94	04 \$ 33,218.02		No Incumbent									
05 \$ 32,097.94	05 \$ 34,278.19		Red Circled									
06 \$ 33,090.51	06 \$ 35,338.37		Retention									
07 \$ 34,083.50	07 \$ 36,398.34		Other:									
08 \$ 35,075.87	08 \$ 37,458.30											
09 \$ 36,068.86	09 \$ 38,519.10											
2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000067	Clerical Courts Specialist 00012861	1	03P				01 \$ 28,126.80		
							02 \$ 29,119.58	02 \$ 33,505.68	x	Internal Equity		
							03 \$ 30,111.95	03 \$ 34,648.22	x	Misclassification		
							04 \$ 31,104.94	04 \$ 35,790.14		No Incumbent		
							05 \$ 32,097.94	05 \$ 36,932.90		Red Circled		
							06 \$ 33,090.51	06 \$ 38,074.61		Retention		
							07 \$ 34,083.50	07 \$ 39,216.74		Other:		
							08 \$ 35,075.87	08 \$ 40,359.28				
							09 \$ 36,068.86	09 \$ 41,500.99				

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2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000022, 34	Clerical Courts Specialist 00012861	2	03P	01 \$ 28,126.80	05P	01 \$ 32,363.55	Immediate Recruitment Need						
							02 \$ 29,119.58		02 \$ 33,505.68		Internal Equity					
							03 \$ 30,111.95		03 \$ 34,648.22			Misclassification				
							04 \$ 31,104.94		04 \$ 35,790.14				No Incumbent			
							05 \$ 32,097.94		05 \$ 36,932.90					Red Circled		
							06 \$ 33,090.51		06 \$ 38,074.61						Retention	
							07 \$ 34,083.50		07 \$ 39,216.74							Other:
							08 \$ 35,075.87		08 \$ 40,359.28							
							09 \$ 36,068.86		09 \$ 41,500.99							
							2000		Courts							
02 \$ 29,119.58	02 \$ 33,505.68	Internal Equity														
03 \$ 30,111.95	03 \$ 34,648.22		Misclassification													
04 \$ 31,104.94	04 \$ 35,790.14			No Incumbent												
05 \$ 32,097.94	05 \$ 36,932.90				Red Circled											
06 \$ 33,090.51	06 \$ 38,074.61					Retention										
07 \$ 34,083.50	07 \$ 39,216.74							Other:								
08 \$ 35,075.87	08 \$ 40,359.28															
09 \$ 36,068.86	09 \$ 41,500.99															
2000	Courts									RECLASSIFICATION	Clerical Asst 1 00000042000011, 18, 68	Clerical Courts Specialist 00012861	3	03P	01 \$ 28,126.80	05P
							02 \$ 29,119.58		02 \$ 33,505.68						Internal Equity	
		03 \$ 30,111.95					03 \$ 34,648.22		Misclassification							
		04 \$ 31,104.94	04 \$ 35,790.14				No Incumbent									
		05 \$ 32,097.94	05 \$ 36,932.90	Red Circled												
		06 \$ 33,090.51	06 \$ 38,074.61		Retention											
		07 \$ 34,083.50	07 \$ 39,216.74			Other:										
		08 \$ 35,075.87	08 \$ 40,359.28													
		09 \$ 36,068.86	09 \$ 41,500.99													
		2000	Courts					RECLASSIFICATION								
02 \$ 29,119.58	02 \$ 33,505.68									Internal Equity						
03 \$ 30,111.95	03 \$ 34,648.22										Misclassification					
04 \$ 31,104.94	04 \$ 35,790.14								No Incumbent							
05 \$ 32,097.94	05 \$ 36,932.90						Red Circled									
06 \$ 33,090.51	06 \$ 38,074.61			Retention												
07 \$ 34,083.50	07 \$ 39,216.74				Other:											
08 \$ 35,075.87	08 \$ 40,359.28															
09 \$ 36,068.86	09 \$ 41,500.99															
2000	Courts					RECLASSIFICATION						Clerical Asst 1 00000042000013, 19, 25, 26, 29, 36, 70, 66, 46, 00000042999999	Clerical Courts Specialist 00012861	10	03P	01 \$ 28,126.80
		02 \$ 29,119.58	02 \$ 33,505.68					Internal Equity								
		03 \$ 30,111.95	03 \$ 34,648.22							Misclassification						
		04 \$ 31,104.94	04 \$ 35,790.14								No Incumbent					
		05 \$ 32,097.94	05 \$ 36,932.90						Red Circled							
		06 \$ 33,090.51	06 \$ 38,074.61				Retention									
		07 \$ 34,083.50	07 \$ 39,216.74	Other:												
		08 \$ 35,075.87	08 \$ 40,359.28													
		09 \$ 36,068.86	09 \$ 41,500.99													

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							02 \$ 31,097.66		02 \$ 33,505.68		Internal Equity					
							03 \$ 32,157.84		03 \$ 34,648.22			Misclassification				
							04 \$ 33,218.02		04 \$ 35,790.14				No Incumbent			
							05 \$ 34,278.19		05 \$ 36,932.90					Red Circled		
							06 \$ 35,338.37		06 \$ 38,074.61						Retention	
							07 \$ 36,398.34		07 \$ 39,216.74							Other:
							08 \$ 37,458.30		08 \$ 40,359.28							
							09 \$ 38,519.10		09 \$ 41,500.99							
							01 \$ 30,037.49		01 \$ 32,363.55							
2000	Courts	RECLASSIFICATION	Clerical Asst 2 00000045000006	Clerical Courts Specialist 00012861	1	04P	02 \$ 31,097.66	05P	02 \$ 33,505.68	Immediate Recruitment Need						
							03 \$ 32,157.84		03 \$ 34,648.22		Internal Equity					
							04 \$ 33,218.02		04 \$ 35,790.14			Misclassification				
							05 \$ 34,278.19		05 \$ 36,932.90				No Incumbent			
							06 \$ 35,338.37		06 \$ 38,074.61					Red Circled		
							07 \$ 36,398.34		07 \$ 39,216.74						Retention	
							08 \$ 37,458.30		08 \$ 40,359.28							Other:
							09 \$ 38,519.10		09 \$ 41,500.99							
							01 \$ 30,037.49		01 \$ 32,363.55							
							2000		Courts							
03 \$ 32,157.84	03 \$ 34,648.22	Internal Equity														
04 \$ 33,218.02	04 \$ 35,790.14		Misclassification													
05 \$ 34,278.19	05 \$ 36,932.90			No Incumbent												
06 \$ 35,338.37	06 \$ 38,074.61				Red Circled											
07 \$ 36,398.34	07 \$ 39,216.74					Retention										
08 \$ 37,458.30	08 \$ 40,359.28							Other:								
09 \$ 38,519.10	09 \$ 41,500.99															
01 \$ 30,037.49	01 \$ 32,363.55															
2000	Courts									RECLASSIFICATION	Clerical Asst 2 00000045000012	Clerical Courts Specialist 00012861	1	04P	02 \$ 31,097.66	05P
							03 \$ 32,157.84		03 \$ 34,648.22						Internal Equity	
		04 \$ 33,218.02					04 \$ 35,790.14		Misclassification							
		05 \$ 34,278.19	05 \$ 36,932.90				No Incumbent									
		06 \$ 35,338.37	06 \$ 38,074.61	Red Circled												
		07 \$ 36,398.34	07 \$ 39,216.74		Retention											
		08 \$ 37,458.30	08 \$ 40,359.28			Other:										
		09 \$ 38,519.10	09 \$ 41,500.99													
		01 \$ 30,037.49	01 \$ 32,363.55													
		2000	Courts					RECLASSIFICATION								
03 \$ 32,157.84	03 \$ 34,648.22									Internal Equity						
04 \$ 33,218.02	04 \$ 35,790.14										Misclassification					
05 \$ 34,278.19	05 \$ 36,932.90								No Incumbent							
06 \$ 35,338.37	06 \$ 38,074.61						Red Circled									
07 \$ 36,398.34	07 \$ 39,216.74			Retention												
08 \$ 37,458.30	08 \$ 40,359.28				Other:											
09 \$ 38,519.10	09 \$ 41,500.99															
01 \$ 30,037.49	01 \$ 32,363.55															

Finance, Personnel & Audit Committee Meeting Compensation Report May 2014 - AMENDED on 4/30/2014

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
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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 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.
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
2000	Courts	RECLASSIFICATION	Clerical Asst 1 00000042000003, 7, 14, 16, 20, 24, 27, 28, 31, 27-43, 46, 48, 50, 53, 57, 59, 60, 62, 66, 70, 215	Senior Clerical Assistant 00000800	27	03P	01 \$ 28,126.80	04P	01 \$ 30,037.49	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:
							02 \$ 29,119.58		02 \$ 31,097.66	
							03 \$ 30,111.95		03 \$ 32,157.84	
							04 \$ 31,104.94		04 \$ 33,218.02	
							05 \$ 32,097.94		05 \$ 34,278.19	
							06 \$ 33,090.51		06 \$ 35,338.37	
							07 \$ 34,083.50		07 \$ 36,398.34	
							08 \$ 35,075.87		08 \$ 37,458.30	
							09 \$ 36,068.86		09 \$ 38,519.10	
							2000		Courts	
02 \$ 33,505.68	02 \$ 31,097.66									
03 \$ 34,648.22	03 \$ 32,157.84									
04 \$ 35,790.14	04 \$ 33,218.02									
05 \$ 36,932.90	05 \$ 34,278.19									
06 \$ 38,074.61	06 \$ 35,338.37									
07 \$ 39,216.74	07 \$ 36,398.34									
08 \$ 40,359.28	08 \$ 37,458.30									
09 \$ 41,500.99	09 \$ 38,519.10									
2000	Courts	Advancement within the Pay Range	Human Res Mgr Courts 00076660000001	N/A	1	914E		01 \$ 55,188.22		914E
							02 \$ 57,947.55	02 \$ 57,947.55		
							03 \$ 60,706.67	03 \$ 60,706.67		
							04 \$ 63,465.58	04 \$ 63,465.58		
							05 \$ 66,225.33	05 \$ 66,225.33		
							06 \$ 68,984.51	06 \$ 68,294.51		
							07 \$ 70,363.90	07 \$ 70,363.90		
							08 \$ 71,744.19	08 \$ 71,744.19		
							2430	Child Support	RECLASSIFICATION	
02 \$ 46,247.97	02 \$ 49,154.14									
03 \$ 47,753.89	03 \$ 50,960.83									
04 \$ 49,325.12	04 \$ 52,766.90									
05 \$ 51,193.79	05 \$ 55,155.57									
2430	Child Support	RECLASSIFICATION	Clerical Asst 1 00000042000076	Administrative Assistant 00001001	1	03P				01 \$ 28,126.80
							02 \$ 29,119.58	02 \$ 36,343.63		
							03 \$ 30,111.95	03 \$ 37,583.31		
							04 \$ 31,104.94	04 \$ 38,822.16		
							05 \$ 32,097.94	05 \$ 40,060.80		
							06 \$ 33,090.51	06 \$ 41,299.86		
							07 \$ 34,083.50	07 \$ 42,538.91		
							08 \$ 35,075.87	08 \$ 43,778.18		
							09 \$ 36,068.86	09 \$ 45,017.02		

Finance, Personnel & Audit Committee Meeting Compensation Report

May 2014 - AMENDED on 4/30/2014

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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 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.			
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
2430	Child Support	RECLASSIFICATION	Clerical Asst 1 00000042000073	Administrative Assistant 00001001	1	03P	01	\$ 28,126.80	06P	01	\$ 35,104.99	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	
							02	\$ 29,119.58		02	\$ 36,343.63		<input checked="" type="checkbox"/>
							03	\$ 30,111.95		03	\$ 37,583.31		<input checked="" type="checkbox"/>
							04	\$ 31,104.94		04	\$ 38,822.16		<input type="checkbox"/>
							05	\$ 32,097.94		05	\$ 40,060.80		<input type="checkbox"/>
							06	\$ 33,090.51		06	\$ 41,299.86		<input type="checkbox"/>
							07	\$ 34,083.50		07	\$ 42,538.91		<input type="checkbox"/>
							08	\$ 35,075.87		08	\$ 43,778.18		<input type="checkbox"/>
							09	\$ 36,068.86		09	\$ 45,017.02		<input type="checkbox"/>
							2430	Child Support		RECLASSIFICATION	Office Supp Asst 2 0000007000045		Senior Clerical Assistant 00000800
02	\$ 27,399.22	02	\$ 31,097.66	<input checked="" type="checkbox"/>									
03	\$ 28,333.76	03	\$ 32,157.84	<input checked="" type="checkbox"/>									
04	\$ 29,267.89	04	\$ 33,218.02	<input type="checkbox"/>									
05	\$ 30,201.60	05	\$ 34,278.19	<input type="checkbox"/>									
06	\$ 31,136.14	06	\$ 35,338.37	<input type="checkbox"/>									
07	\$ 32,069.86	07	\$ 36,398.34	<input type="checkbox"/>									
08	\$ 33,003.78	08	\$ 37,458.30	<input type="checkbox"/>									
09	\$ 33,937.90	09	\$ 38,519.10	<input type="checkbox"/>									
2430	Child Support	RECLASSIFICATION	Clerical Asst 1 00000042000085	Senior Clerical Assistant 00000800	1	03P			01			\$ 28,126.80	
							02	\$ 29,119.58	02	\$ 31,097.66	<input type="checkbox"/>		
							03	\$ 30,111.95	03	\$ 32,157.84	<input checked="" type="checkbox"/>		
							04	\$ 31,104.94	04	\$ 33,218.02	<input checked="" type="checkbox"/>		
							05	\$ 32,097.94	05	\$ 34,278.19	<input type="checkbox"/>		
							06	\$ 33,090.51	06	\$ 35,338.37	<input type="checkbox"/>		
							07	\$ 34,083.50	07	\$ 36,398.34	<input type="checkbox"/>		
							08	\$ 35,075.87	08	\$ 37,458.30	<input type="checkbox"/>		
							09	\$ 36,068.86	09	\$ 38,519.10	<input type="checkbox"/>		
							3090	Treasury	RECLASSIFICATION	Intern Treasury 00005791000002	Treasury Accounting Assistant 00004221	1	011M
02	\$ 24,137.35	02	\$ 36,814.00	<input type="checkbox"/>									
03	\$ 25,477.45	03	\$ 37,856.21	<input checked="" type="checkbox"/>									
04	\$ 26,075.97	04	\$ 38,861.86	<input checked="" type="checkbox"/>									
05	\$ 26,764.19	05	\$ 40,051.12	<input type="checkbox"/>									
06	\$ 27,409.98			<input type="checkbox"/>									
07	\$ 28,056.18			<input type="checkbox"/>									
08	\$ 28,837.26			<input type="checkbox"/>									
09	\$ 29,820.02			<input type="checkbox"/>									
10	\$ 30,803.19			<input type="checkbox"/>									
11	\$ 31,786.36			<input type="checkbox"/>									
12	\$ 32,769.54			<input type="checkbox"/>									
13	\$ 33,752.50			<input type="checkbox"/>									
14	\$ 34,735.47			<input type="checkbox"/>									
15	\$ 35,718.85			<input type="checkbox"/>									
3270	County Clerk	RECLASSIFICATION	Senior Clerical Assistant 00000700000001	Senior Clerical Assistant 00000800	1	03P							
							02	\$ 29,119.58	02	\$ 31,097.66	<input checked="" type="checkbox"/>		
							03	\$ 30,111.95	03	\$ 32,157.84	<input checked="" type="checkbox"/>		
							04	\$ 31,104.94	04	\$ 33,218.02	<input type="checkbox"/>		
							05	\$ 32,097.94	05	\$ 34,278.19	<input type="checkbox"/>		
							06	\$ 33,090.51	06	\$ 35,338.37	<input type="checkbox"/>		
							07	\$ 34,083.50	07	\$ 36,398.34	<input type="checkbox"/>		
							08	\$ 35,075.87	08	\$ 37,458.30	<input type="checkbox"/>		
							09	\$ 36,068.86	09	\$ 38,519.10	<input type="checkbox"/>		

Finance, Personnel & Audit Committee Meeting Compensation Report May 2014 - AMENDED on 4/30/2014

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*Change in Duties has to reflect a weight of 25% or more.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
3270	County Clerk	RECLASSIFICATION	Senior Clerical Assistant 0000070000002- 3	Senior Clerical Assistant 00000800	2	03P	01 \$ 28,126.80	04P	01 \$ 30,037.49	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	
							02 \$ 29,119.58		02 \$ 31,097.66		<input checked="" type="checkbox"/>
							03 \$ 30,111.95		03 \$ 32,157.84		<input checked="" type="checkbox"/>
							04 \$ 31,104.94		04 \$ 33,218.02		<input type="checkbox"/>
							05 \$ 32,097.94		05 \$ 34,278.19		<input type="checkbox"/>
							06 \$ 33,090.51		06 \$ 35,338.37		<input type="checkbox"/>
							07 \$ 34,083.50		07 \$ 36,398.54		<input type="checkbox"/>
							08 \$ 35,075.87		08 \$ 37,458.30		<input type="checkbox"/>
							09 \$ 36,068.98		09 \$ 38,519.10		<input type="checkbox"/>
							01 \$ 55,872.96		01 \$ 55,155.57		<input type="checkbox"/>
3270	County Clerk	RECLASSIFICATION	Adm Sec Chief Comm Clk 2 0008651000001	Senior Committee Coordinator TBD	1	29M	02 \$ 58,532.45	28M	02 \$ 55,872.96	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Other: No Pay Rate Impact	
							03 \$ 61,135.57		03 \$ 58,532.45		<input checked="" type="checkbox"/>
							04 \$ 64,080.64		04 \$ 61,135.57		<input type="checkbox"/>
							05 \$ 66,964.14		05 \$ 64,080.64		<input type="checkbox"/>
											<input type="checkbox"/>
											<input type="checkbox"/>
3270	County Clerk	RECLASSIFICATION	Adm Sec Asst Chief Comm Clk 00084600000001	Committee Coordinator TBD	1	26M	01 \$ 50,960.83	23M	01 \$ 46,247.97	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	
							02 \$ 52,766.90		02 \$ 47,753.89		<input type="checkbox"/>
							03 \$ 55,155.57		03 \$ 49,325.12		<input checked="" type="checkbox"/>
							04 \$ 55,872.96		04 \$ 51,193.79		<input type="checkbox"/>
							05 \$ 58,532.45		05 \$ 53,063.50		<input checked="" type="checkbox"/>
									*\$58,532.448		<input type="checkbox"/>
3270	County Clerk	RECLASSIFICATION	Adm Sec 2-Comm Clk 00086505000002	Committee Coordinator TBD	1	21M	01 \$ 42,729.86	23M	01 \$ 46,247.97	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	
							02 \$ 44,434.83		02 \$ 47,753.89		<input type="checkbox"/>
							03 \$ 46,247.97		03 \$ 49,325.12		<input checked="" type="checkbox"/>
							04 \$ 47,753.89		04 \$ 51,193.79		<input type="checkbox"/>
							05 \$ 49,325.12		05 \$ 53,063.50		<input type="checkbox"/>
											<input type="checkbox"/>
3270	County Clerk	RECLASSIFICATION	Adm Sec 2- Office Coord 00084674000001	County Clerk Information Coordinator TBD	1	30M	01 \$ 58,532.45	27M	01 \$ 52,766.90	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	
							02 \$ 61,135.57		02 \$ 55,155.57		<input type="checkbox"/>
							03 \$ 64,080.64		03 \$ 55,872.96		<input checked="" type="checkbox"/>
							04 \$ 66,964.14		04 \$ 58,532.45		<input type="checkbox"/>
							05 \$ 69,906.51		05 \$ 61,135.57		<input checked="" type="checkbox"/>
									*\$66,964.144		<input type="checkbox"/>

Finance, Personnel & Audit Committee Meeting
Compensation Report
May 2014 - AMENDED on 4/30/2014

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
3700	Comptroller	RECLASSIFICATION	Office Support Assistant2 00000007000002	Senior Clerical Assistant 00000800	1	02P	01	\$ 26,465.30	04P	01	\$ 30,037.49	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 27,399.22		02	\$ 31,097.66		x
							03	\$ 28,333.76		03	\$ 32,157.84		x
							04	\$ 29,267.89		04	\$ 33,218.02		
							05	\$ 30,201.60		05	\$ 34,278.19		
							06	\$ 31,136.14		06	\$ 35,338.37		
							07	\$ 32,069.86		07	\$ 36,398.34		
							08	\$ 33,003.78		08	\$ 37,458.30		
							09	\$ 33,937.90		09	\$ 38,519.10		
							4000	Sheriff		RECLASSIFICATION	Clerical Asst 2 00000045000022		Training Academy Assistant TBD
02	\$ 31,408.64	02	\$ 36,707.07	x									
03	\$ 32,479.42	03	\$ 37,959.15	x									
04	\$ 33,550.20	04	\$ 39,210.38	x									
05	\$ 34,620.97	05	\$ 40,461.41										
06	\$ 35,691.75	06	\$ 41,712.85										
07	\$ 36,762.32	07	\$ 42,964.30										
08	\$ 37,832.89	08	\$ 44,215.96										
09	\$ 38,904.30	09	\$ 45,467.19										

RECLASS
DAS FISCAL FORM
4/17/2014

POSITION RECLASSIFICATION DAS FISCAL FORM

Department: 102 - Veteran's Service

Date of Reclassification Request: 4/14/2014

Date of anticipated reclassification: 5/26/2014

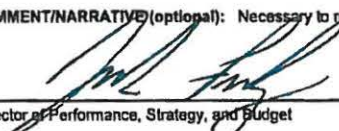
\$ 532.00 Active Health
10.80% Active Pension

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	1021	1021		Veteran Services Officer	913e	05	1	1.0	28.98	2,317	177	782	16	52,422	85,186
2	1021	1021		Clerical Assistant 1	03p	07	1	1.0	16.55	1,324	101	675	16	33,605	54,608
3															
													SUBTOTAL:	86,027	139,794
RECLASS POSITION(S)*:															
1	1021	1021		Veteran Services Officer	915e	02	1	1.0	31.44	2,515	192	804	16	56,183	91,298
2	1021	1021		Administrative Assistant	06p	01	1	1.0	17.05	1,364	104	679	16	34,357	55,830
3															
													SUBTOTAL:	90,540	147,128
													TOTAL COST:	4,513	7,334

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASSIFICATION:

Yes

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


Director of Performance, Strategy, and Budget

4-21-14
DATE

RECLASS
DAS FISCAL FORM
4/17/2014

RECLASSIFICATION DAS FISCAL FORM
Department: 1150
Date of Advancement Request: 4/14/2014
Date of anticipated advancement: 5/26/2014

\$ 532.00 Active Health
10.80% Active Pension

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	1150	1101	00005890	Safety Coordinator	30M	01	1	1.0	28.42	2,274	174	778	16	51,604	83,857
2													16		
3													16		
4													16		
5													16		
6													16		
														SUBTOTAL:	51,604 83,857
RECLASS POSITION(S)*:															
1	1150	1101	TBD	Manager Claims & Safety	32M	01	1	1.0	31.12	2,489	190	801	16	55,689	90,495
2													16		
3													16		
4													16		
5													16		
6													16		
														SUBTOTAL:	55,689 90,495
														TOTAL COST:	4,085 6,638

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

4-21-14

DATE

RECLASS
DAS FISCAL FORM
4/17/2014

RECLASSIFICATION DAS FISCAL FORM
Department: 2000
Date of Advancement Request: 4/14/2014
Date of anticipated advancement: 5/26/2014

\$ 532.00 Active Health
10.80% Active Pension

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		00000004	Office Support Asst 1	01P	05	1	1.0	13.93	1,114	85	652	18	29,630	48,149	
2	2000		00000004	Office Support Asst 1	01P	09	3	3.0	15.55	1,252	96	667	18	96,728	157,183	
3	2000		00000004	Office Support Asst 1	01P	09	1	1.0	15.55	1,252	96	667	16	32,243	52,394	
4	2000		00000007	Office Support Asst 2	02P	04	3	3.0	14.21	1,137	87	655	16	90,178	146,539	
5	2000		00000007	Office Support Asst 2	02P	05	1	1.0	14.67	1,173	90	659	16	30,747	49,964	
6	2000		00000007	Office Support Asst 2	02P	06	1	1.0	15.12	1,210	93	663	16	31,435	51,082	
7	2000		00000007	Office Support Asst 2	02P	08	1	1.0	16.03	1,262	98	670	16	32,810	53,316	
8	2000		00000007	Office Support Asst 2	02P	09	9	9.0	16.48	1,318	101	674	16	301,478	489,901	
9	2000		00000042	Clerical Asst 1	03P	01	19	19.0	13.66	1,093	84	650	16	555,167	802,146	
10	2000		00000042	Clerical Asst 1	03P	02	2	2.0	14.14	1,131	87	654	16	59,900	97,336	
11	2000		00000042	Clerical Asst 1	03P	04	1	1.0	15.10	1,208	92	662	16	31,412	51,044	
12	2000		00000042	Clerical Asst 1	03P	05	2	2.0	15.59	1,247	95	667	16	64,285	104,464	
13	2000		00000042	Clerical Asst 1	03P	06	2	2.0	16.07	1,285	98	671	16	65,747	106,839	
14	2000		00000042	Clerical Asst 1	03P	07	1	1.0	16.55	1,324	101	675	16	33,605	54,608	
15	2000		00000042	Clerical Asst 1	03P	08	3	3.0	17.03	1,363	104	679	16	103,006	167,365	
16	2000		00000042	Clerical Asst 1	03P	09	24	24.0	17.51	1,401	107	683	16	841,592	1,367,567	
17	2000		00000042	Clerical Asst 1	03P	09	1	1.0	17.51	1,401	107	683	16	35,066	56,983	
18	2000		00000042	Clerical Asst 1	03P	01	2	2.0	13.66	1,093	84	650	16	58,439	94,983	
19	2000		00000042	Clerical Asst 1	03P	05	1	1.0	15.59	1,247	95	667	16	32,143	52,232	
20	2000		00000042	Clerical Asst 1	03P	05	1	1.0	15.59	1,247	95	667	16	32,143	52,232	
21	2000		00000042	Clerical Asst 1	03P	07	3	3.0	16.55	1,324	101	675	16	100,814	163,823	
22	2000		00000042	Clerical Asst 1	03P	08	1	1.0	17.03	1,363	104	679	16	34,335	55,795	
23	2000		00000042	Clerical Asst 1	03P	09	10	10.0	17.51	1,401	107	683	16	350,663	589,828	
24	2000		00000045	Clerical Asst 2	04P	01	1	1.0	14.59	1,167	89	658	16	30,826	49,767	
25	2000		00000045	Clerical Asst 2	04P	02	1	1.0	15.10	1,208	92	662	16	31,408	51,036	
26	2000		00000045	Clerical Asst 2	04P	04	1	1.0	16.13	1,290	99	671	16	32,968	53,572	
27	2000		00000045	Clerical Asst 2	04P	06	1	1.0	18.19	1,455	111	689	16	36,069	58,645	
28	2000		00000045	Clerical Asst 2	04P	08	5	5.0	18.70	1,496	114	694	16	184,351	299,571	
29	2000		00000042	Clerical Asst 1	03P	09	27	27.0	17.51	1,401	107	683	16	946,781	1,538,536	
30	2000		00012861	Clerical Specialist Courts	05P	01	1	1.0	15.71	1,257	96	668	16	32,338	52,550	
														SUBTOTAL:	4,338,136	7,049,471
RECLASS POSITION(S):																
1	2000		00000800	Senior Clerical Assistant	04P	01	1	1.0	14.59	1,167	89	658	16	30,826	49,767	
2	2000		00000800	Senior Clerical Assistant	04P	04	3	3.0	16.13	1,290	99	671	16	96,903	160,717	
3	2000		00000800	Senior Clerical Assistant	04P	05	1	1.0	16.64	1,332	102	676	16	33,748	54,841	
4	2000		00000800	Senior Clerical Assistant	04P	01	3	3.0	14.59	1,167	89	658	16	91,678	149,302	
5	2000		00000800	Senior Clerical Assistant	04P	02	1	1.0	15.10	1,208	92	662	16	31,408	51,036	
6	2000		00000800	Senior Clerical Assistant	04P	03	1	1.0	16.62	1,249	96	667	16	32,187	52,304	
7	2000		00000800	Senior Clerical Assistant	04P	05	1	1.0	16.64	1,332	102	676	16	33,748	54,841	
8	2000		00000800	Senior Clerical Assistant	04P	05	9	9.0	16.64	1,332	102	676	16	303,732	483,665	
9	2000		00000800	Senior Clerical Assistant	04P	01	19	19.0	14.59	1,167	89	658	16	581,893	945,577	
10	2000		00000800	Senior Clerical Assistant	04P	01	2	2.0	14.59	1,167	89	658	16	61,252	99,534	
11	2000		00000800	Senior Clerical Assistant	04P	03	1	1.0	16.62	1,249	96	667	16	32,187	52,304	

RECLASS
DAS FISCAL FORM
4/17/2014

12	2000	00000800	Senior Clerical Assistant	04P	03	2	2.0	15.62	1,249	96	667	16	64,374	104,608	
13	2000	00000800	Senior Clerical Assistant	04P	04	2	2.0	16.13	1,290	99	671	16	65,935	107,144	
14	2000	00000800	Senior Clerical Assistant	04P	05	1	1.0	16.64	1,332	102	676	16	33,748	54,841	
15	2000	00000800	Senior Clerical Assistant	04P	06	3	3.0	17.16	1,373	105	680	16	103,566	168,327	
16	2000	00000800	Senior Clerical Assistant	04P	07	24	24.0	17.67	1,414	108	685	16	847,414	1,377,047	
17	2000	00012861	Clerical Courts Specialist	05P	01	1	1.0	15.71	1,257	98	688	16	32,338	52,550	
18	2000	00012861	Clerical Courts Specialist	05P	01	2	2.0	15.71	1,257	98	688	16	64,677	105,100	
19	2000	00012861	Clerical Courts Specialist	05P	01	1	1.0	15.71	1,257	96	668	16	32,338	52,550	
20	2000	00012861	Clerical Courts Specialist	05P	01	1	1.0	15.71	1,257	96	668	16	32,338	52,550	
21	2000	00012861	Clerical Courts Specialist	05P	03	3	3.0	16.82	1,346	103	677	16	102,061	165,850	
22	2000	00012861	Clerical Courts Specialist	05P	04	1	1.0	17.38	1,390	106	682	16	34,861	56,649	
23	2000	00012861	Clerical Courts Specialist	05P	05	10	10.0	17.93	1,435	110	687	16	357,025	580,165	
24	2000	00012861	Clerical Courts Specialist	05P	01	1	1.0	15.71	1,257	96	668	16	32,338	52,550	
25	2000	00012861	Clerical Courts Specialist	05P	01	1	1.0	15.71	1,257	86	668	16	32,338	52,550	
26	2000	00012861	Clerical Courts Specialist	05P	02	1	1.0	16.27	1,302	100	673	16	33,179	53,916	
27	2000	00012861	Clerical Courts Specialist	05P	06	1	1.0	18.49	1,479	113	692	16	35,543	59,382	
28	2000	00012861	Clerical Courts Specialist	05P	07	5	5.0	19.04	1,523	117	697	16	186,819	303,744	
29	2000	00012861	Senior Clerical Assistant	04P	07	27	27.0	17.67	1,414	108	685	16	953,340	1,549,178	
30	2000	00000800	Senior Clerical Assistant	04P	01	1	1.0	14.59	1,167	89	658	16	30,626	49,767	
													SUBTOTAL:	4,407,541	7,162,254
													TOTAL COST:	69,405	112,782

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

4-21-14

DATE

**RECLASS
DAS FISCAL FORM
4/25/2014**

RECLASSIFICATION DAS FISCAL FORM

Department: 2430
 Date of Advancement Request: 4/14/2014
 Date of anticipated advancement: 5/26/2014

\$ 532.00 Active Health
 10.80% Active Pension

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	2430		00000864	Child Supp Coord	22M	01	1	1.0	21.56	1,726	132	718	16	41,225	66,901	
2	2430		00000042	Clerical Asst 1	03P	01	1	1.0	13.66	1,093	84	650	16	29,219	47,481	
3	2430		00000042	Clerical Asst 1	03P	09	1	1.0	17.51	1,401	107	683	16	35,066	56,983	
4	2430		00000007	Office Supp Asst 2	02P	09	1	1.0	16.48	1,318	101	674	16	33,498	54,433	
5	2430		00000042	Clerical Asst 1	03P	01	1	1.0	13.66	1,093	84	650	16	29,219	47,481	
														SUBTOTAL:	168,228	273,370
RECLASS POSITION(S):																
1	2430		00011810	Child Support Supervisor	24M	01	1	1.0	22.99	1,839	141	731	16	43,367	70,472	
2	2430		00001001	Administrative Assistant	06P	01	1	1.0	17.05	1,364	104	679	16	34,357	56,830	
3	2430		00001001	Administrative Assistant	06P	02	1	1.0	17.85	1,412	108	684	16	35,269	57,312	
4	2430		00000800	Senior Clerical Assistant	04P	05	1	1.0	16.64	1,332	102	676	16	33,748	54,841	
5	2430		00000800	Senior Clerical Assistant	04P	01	1	1.0	14.59	1,167	89	658	16	30,626	49,767	
														SUBTOTAL:	177,387	286,221
														TOTAL COST:	9,139	14,851

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget



4-25-14

DATE

RECLASS
DAS FISCAL FORM
4/28/2014

RECLASSIFICATION DAS FISCAL FORM

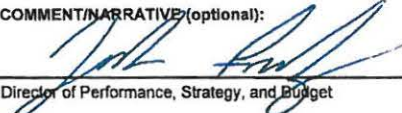
Department: 3090
Date of Advancement Request: 4/14/2014
Date of anticipated advancement: 5/26/2014

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	
																SUBTOTAL:
EXISTING POSITION(S)*:																
1	3090		00005791	Intern-Treasury	01M	01	1	1.0	11.21	897	69	629	16	25,514	41,461	
													SUBTOTAL:		25,514	41,481
RECLASS POSITION(S)*:																
1	3090		00004221	Treasury Accounting Assistant	14	01	1	1.0	17.18	1,374	105	680	16	34,552	56,147	
													SUBTOTAL:		34,552	56,147
													TOTAL COST:		9,038	14,687

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

4-28-14

DATE

RECLASS
DAS FISCAL FORM
4/17/2014

RECLASSIFICATION DAS FISCAL FORM
Department: 3270
Date of Advancement Request: 4/14/2014
Date of anticipated advancement: 5/28/2014

\$ 532.00 Active Health
10.80% Active Pension

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	3270		00000007	Senior Clerical Assistant	03P	07	1	1.0	16.55	1,324	101	675	16	33,605	54,608	
2	3270		00000007	Senior Clerical Assistant	03P	09	2	2.0	17.51	1,401	107	663	16	70,133	113,966	
3	3270		00086551	Adm Sec Chief Comm Clk 2	29M	01	1	1.0	27.13	2,170	168	766	16	49,646	80,675	
4	3270		00084600	Adm Sec Asst Chief Comm Clk	28M	05	1	1.0	28.42	2,274	174	778	16	51,604	83,857	
5	3270		00086505	Adm Sec 2 - Comm Clk	21M	01	1	1.0	20.75	1,660	127	711	16	39,970	64,952	
6	3270		00084674	Adm Sec 2 - Office Coord	30M	04	1	1.0	32.52	2,601	199	813	16	57,812	93,944	
														SUBTOTAL:	302,770	492,001
RECLASS POSITION(S):																
1	3270		00000800	Senior Clerical Assistant	04P	04	1	1.0	16.13	1,290	99	671	16	32,968	53,572	
2	3270		00000800	Senior Clerical Assistant	04P	07	2	2.0	17.67	1,414	108	665	16	70,618	114,754	
3	3270		TBD	Senior Committee Coordinator	28M	02	1	1.0	27.13	2,170	166	766	16	49,646	80,675	
4	3270		TBD	Committee Coordinator	23M	05	1	1.0	28.42	2,274	174	778	16	51,601	83,852	
5	3270		TBD	Committee Coordinator	23M	01	1	1.0	22.46	1,797	137	726	16	42,550	69,161	
6	3270		TBD	County Clerk Information Coordinator	27M	05	1	1.0	32.52	2,602	199	813	16	57,818	93,953	
														SUBTOTAL:	305,211	485,968
														TOTAL COST:	2,441	3,966

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget



DATE

**RECLASS
DAS FISCAL FORM
4/17/2014**

RECLASSIFICATION DAS FISCAL FORM

Department: 3700
Date of Advancement Request: 4/14/2014
Date of anticipated advancement: 5/26/2014

\$ 532.00 Active Health
10.80% Active Pension

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	3700		0000007	Office Support Assistant 2	02P	09	1	1.0	16.48	1,318	101	674	16	33,498	54,433
2													16		
3													16		
4													16		
5													16		
6													16		
													SUBTOTAL:	33,498	54,433
RECLASS POSITION(S)*:															
1	3270		00000800	Senior Clerical Assistant	04P	05	1	1.0	16.84	1,332	102	676	16	33,748	54,841
2													16		
3													16		
4													16		
5													16		
6													16		
													SUBTOTAL:	33,748	54,841
													TOTAL COST:	281	407

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

4-21-14

DATE

RECLASS
 DAS FISCAL FORM
 4/30/2014

RECLASSIFICATION DAS FISCAL FORM

Department: 4000
 Date of Advancement Request: 4/14/2014
 Date of anticipated advancement: 5/26/2014

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	4000	4077	00000045	Clerical Asst 2	04P	01	1	1.0	14.59	1,167	89	658	16	30,626	49,767
													SUBTOTAL:	30,626	49,767
RECLASS POSITION(S)*:															
1	400	4077	TBD	Training Academy Assistant	06P	01	1	1.0	17.05	1,364	104	679	16	34,357	55,830
													SUBTOTAL:	34,357	55,830
													TOTAL COST:	3,731	6,062

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

No

COMMENT/NARRATIVE (optional):

 Director of Performance, Strategy, and Budget

4-30-14

DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
May 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	Admin Intern	01IM	01	\$ 11.1030	\$ 23,094.24	07	03/24/2014	New Hire Appointment / 3+ years of training and law experience
					02	\$ 11.4896	\$ 23,898.37			
					03	\$ 12.1275	\$ 25,225.20			
					04	\$ 12.4124	\$ 25,817.79			
					05	\$ 12.7400	\$ 26,499.20			
					06	\$ 13.0474	\$ 27,138.59			
					07	\$ 13.3550	\$ 27,778.40			
					08	\$ 13.7268	\$ 28,551.74			
					09	\$ 14.1946	\$ 29,524.77			
					10	\$ 14.6626	\$ 30,498.21			
					11	\$ 15.1306	\$ 31,471.65			
					12	\$ 15.5986	\$ 32,445.09			
					13	\$ 16.0665	\$ 33,418.32			
					14	\$ 16.5344	\$ 34,391.55			
					15	\$ 17.0025	\$ 35,365.20			
District Attorney's Office	4500	N/A	Admin Intern	01IM	01	\$ 11.1030	\$ 23,094.24	07	04/07/2014	New Hire Appointment / 3+ years of training and law experience
					02	\$ 11.4896	\$ 23,898.37			
					03	\$ 12.1275	\$ 25,225.20			
					04	\$ 12.4124	\$ 25,817.79			
					05	\$ 12.7400	\$ 26,499.20			
					06	\$ 13.0474	\$ 27,138.59			
					07	\$ 13.3550	\$ 27,778.40			
					08	\$ 13.7268	\$ 28,551.74			
					09	\$ 14.1946	\$ 29,524.77			
					10	\$ 14.6626	\$ 30,498.21			
					11	\$ 15.1306	\$ 31,471.65			
					12	\$ 15.5986	\$ 32,445.09			
					13	\$ 16.0665	\$ 33,418.32			
					14	\$ 16.5344	\$ 34,391.55			
					15	\$ 17.0025	\$ 35,365.20			
District Attorney's Office	4500	N/A	Admin Intern	01IM	01	\$ 11.1030	\$ 23,094.24	07	04/07/2014	New Hire Appointment / 3+ years of training and law experience
					02	\$ 11.4896	\$ 23,898.37			
					03	\$ 12.1275	\$ 25,225.20			
					04	\$ 12.4124	\$ 25,817.79			
					05	\$ 12.7400	\$ 26,499.20			
					06	\$ 13.0474	\$ 27,138.59			
					07	\$ 13.3550	\$ 27,778.40			
					08	\$ 13.7268	\$ 28,551.74			
					09	\$ 14.1946	\$ 29,524.77			
					10	\$ 14.6626	\$ 30,498.21			
					11	\$ 15.1306	\$ 31,471.65			
					12	\$ 15.5986	\$ 32,445.09			
					13	\$ 16.0665	\$ 33,418.32			
					14	\$ 16.5344	\$ 34,391.55			
					15	\$ 17.0025	\$ 35,365.20			
BHD	6300	N/A	House Physician	40XM	01	\$ 58.3197	\$ 121,304.9800	04	03/16/2014	New hire Appointment / 3+ years experience/training
					02	\$ 60.3607	\$ 125,550.2600			
					03	\$ 62.4735	\$ 129,944.8800			
					04	\$ 64.6600	\$ 134,492.8000			
					05	\$ 66.9229	\$ 139,199.6300			
					06	\$ 69.2654	\$ 144,072.0300			
					07	\$ 71.6897	\$ 149,114.5800			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
May 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	N/A	Program Analyst (MH)	18	01	\$ 19.0647	\$ 39,654.58	05	03/24/2014	New Hire Appointment /8+ years experience/training
					02	\$ 19.6035	\$ 40,775.28			
					03	\$ 20.1711	\$ 41,955.89			
					04	\$ 20.9522	\$ 43,580.58			
					05	\$ 21.7879	\$ 45,318.83			
BHD	7900	N/A	Service Support Specialist	09	01	\$ 14.7912	\$ 30,765.70	03	03/24/2014	New Hire Appointment /4+ years experience/training
					02	\$ 15.1621	\$ 31,537.17			
					03	\$ 15.5584	\$ 32,381.47			
					04	\$ 15.9919	\$ 33,263.15			
					05	\$ 16.6091	\$ 34,546.93			
DCSD	8000	N/A	Human Service Worker	16C	01	\$ 16.2475	\$ 33,794.80	17	04/28/2014	New Hire Appointment/ 21+ years 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	Housing Program Analyst	18	01	\$ 19.0647	\$ 39,654.58	03	03/17/2014	New Hire Appointment /14+ years experience/training
					02	\$ 19.6035	\$ 40,775.28			
					03	\$ 20.1711	\$ 41,955.89			
					04	\$ 20.9522	\$ 43,580.58			
					05	\$ 21.7879	\$ 45,318.83			
DCSD	8000	N/A	Grant Coordinator	32M	01	\$ 30.8080	\$ 64,080.64	05	04/01/2014	New Hire Appointment / 10+ years experience/training
					02	\$ 32.1943	\$ 66,964.14			
					03	\$ 33.6089	\$ 69,906.51			
					04	\$ 34.9985	\$ 72,796.88			
					05	\$ 36.6844	\$ 76,303.55			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
May 15, 2014

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

**Dual Employment Report
Finance, Personnel & Audit Committee Meeting
May 15, 2014**

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

Emergency Appointment Report
 Finance, Personnel & Audit Committee Meeting
 May 15, 2014

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt Date	Pay Range
BHD	6474	Broussard	E. Marie	Adm. Coord SSI	F	A	1/1/2014	27M
IMSD	1176	Buesing	Angela	IT Manager - Service Desk	F	A	3/17/2014	35M
DAS	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
Finance, Personnel & Audit Committee Meeting
May 15, 2014

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DOT - Highway	5140	Hoppe	Derek	32610	Highway Mtce Wkr 1	F	A	80	11/11/2013	TA
DOT - Highway	5120	Radakovich	Keith	32610	Highway Mtce Wkr 1	F	A	80	11/11/2013	TA
DOT - Highway	5140	Sadler	Derek	32610	Highway Mtce Wkr 1	F	A	80	10/28/2013	TA
DOT - Highway	5140	Volkman	Eric	32610	Highway Mtce Wkr 1	F	A	80	12/16/2013	TA
DHR	1142	Sanders	Breone	5790	Intern Compensation HRIS	I	A	0	1/20/2014	TA
DAS-IMSD	1163	Mangione	Jeremy	87420	Info Systems Intern	I	A	0	6/24/2013	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
May 15, 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 OF EXT	REASON
BHD	Jennifer	Bergersen	ExDir2 Assoc Diir Clinical	902E	902E	ExDir 2 Adm BHD	9/18/2013	1/6/2014	Open	Action Bd	Incumbent on TAHC
BHD	James	Kubicek	ExDir2 Dept Adm BHD	902E	903E	ExDir3 MH Administrator	8/14/2013	1/9/2014	Open	Action Bd	Incumbent on MedLeave
Courts	Lameia	Clipps	Mgmt Asst	06P	07P	Admin. Spec Courts NR	2/17/2014		3/18/2014		Incumbent on MedLeave
Courts	Brenda	Holt	Fiscal Asst 1	3	4	Fiscal Asst 2	1/6/2014	3/10/2014	6/6/2014	adm	Incumbent resigned
DAS-Disabilities	Timothy	Ochnikowski	Asst Dir Office Handic	27M	901E	Exdir1-Dir Opd	3/4/2014		6/1/2014		Incumbent retired
DAS-Facilities Mgmt	Gary	Waszak	Fac Mtce Manager	916E	903E	Facilities Management Director	3/10/2014		6/6/2014		Vacant position
DAS-Facilities Mgmt	Desaray	Lenski	Facilities Wrkr Security	07G	30M	Adm Asst 4 Facilities Mgmt	3/26/2014		6/23/2014		Incumbent on FMLA
Parks	Kenneth	Keffer	Park Worker III-	5108	14DC	Park Naturalist	2/17/2014		5/17/2014		Incumbent Military Leave
PRB	Charmaine	Gee	Adm Asst NR	06PM	30M	PRB Secretary	4/9/2014		7/3/2014		Incumbent resigned
TPW-Airport	Scott	Wisniewski	Firefighter Equipment Oper	17B	29FM	Asst Chief Airport Rescue & FF	12/23/2013	3/8/2014	6/5/2014	adm	Incumbent resign
TPW-Airport	Kevin	Doyne	Asst Chief Air Res & FF	29M	38M	Chief Airport Res & FF	3/8/2014		6/5/2014		Incumbent resign
TPW-Facilities	Ronald	Owings	Fac Wkr IV - IC	19	30M	Facilities Mtce Coordinator	2/24/2014		5/24/2014		Incumbent promoted

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