


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : May 24, 2013

To : Committee on Finance, Personnel & Audit

FROM : Rick Ceschin, Deputy Director of Human Resources 

SUBJECT : **Informational Report for 06/13/2013**
Finance, Personnel & Audit Committee Meeting

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

These reports (*reclassifications, advancements within the pay range, reallocations, and revisions to Executive Compensation Plan [ECP]*) are provided in accordance with the provisions of Chapter 17 and may be included on the agenda of the June 13, 2013 Finance, Personnel & Audit Committee Meeting for informational purposes.

In the event the Finance, Personnel & Audit Committee takes no action, the transactions noted on the reports will be implemented.

RC:jam

Copy: HR Managers

AMENDED

Finance, Personnel & Audit Committee Meeting Compensation Report June 2013

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.

(Reclassifications, Advancements Within The Pay Range and Reallocations)

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

| Item # | ORDINANCE TYPE | REQUESTOR | HIGH ORG | CURRENT | RECOMMENDED | NO. OF POSITIONS | CURRENT | | RECOMMENDED | | JUSTIFICATION | | |
|--------|--|----------------------|----------|---|----------------------|------------------|-----------|-----------------|-------------|-----------------|---------------|-------------|--|
| | | | | JOBCODE / | JOBCODE / POSITION # | | PAY RANGE | ANNUAL PAY RATE | PAY RANGE | ANNUAL PAY RATE | | | |
| 1 | ADVANCEMENT WITHIN THE PAY RANGE 17.10 | DAS - Fiscal Affairs | 1151 | Fiscal & Strat Asset Coord 00009417 / 000001 | N/A | 1 | 38M | 01 | \$82,032.08 | 38M | 01 | \$82,032.08 | Significant Level of Additional Responsibilities / Retention |
| | | | | | | | | 02 | \$85,490.08 | | 02 | \$85,490.08 | |
| | | | | | | | | 03 | \$88,948.70 | | 03 | \$88,948.70 | |
| | | | | | | | | 04 | \$93,517.01 | | 04 | \$93,517.01 | |
| | | | | | | | | 05 | \$99,264.67 | | 05 | \$99,264.67 | |
| 2 | ADVANCEMENT WITHIN THE PAY RANGE 17.10 | DAS - Fiscal Affairs | 1151 | Fiscal Mgt Analyst 3 00012220 / 000003 | N/A | 1 | 33JM | 01 | \$57,667.38 | 33JM | 01 | \$57,667.38 | Retention due to Significant Experience and recent departmental turnover |
| | | | | | | | | 02 | \$60,232.02 | | 02 | \$60,232.02 | |
| | | | | | | | | 03 | \$63,133.62 | | 03 | \$63,133.62 | |
| | | | | | | | | 04 | \$65,974.48 | | 04 | \$65,974.48 | |
| | | | | | | | | 05 | \$68,873.38 | | 05 | \$68,873.38 | |
| | | | | | | | | 06 | \$71,721.10 | | 06 | \$71,721.10 | |
| | | | | | | | | 07 | \$75,175.98 | | 07 | \$75,175.98 | |
| | | | | | | | | 08 | \$78,631.90 | | 08 | \$78,631.90 | |

RECLASS
DAS FISCAL FORM
5/14/2013

ADVANCEMENT IN PAY RANGE DAS FISCAL FORM

Department: Administrative Services - Fiscal Division
 Date of Advancement Request: 4/30/2013
 Date of anticipated advancements: 6/23/2013

| 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 | 2012 total | Annual Total |
|----------------------|----------|---------|------------|---------------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|--------------|---------------|
| | | | | | | | | | | | | | | | |
| 1 | 1151 | 1157 | 00009417 | Fiscal & Strategic Asset Coord | 38M | 1 | 1 | 1.0 | 39.4385 | 3,155 | 241 | 1,069 | 14 | 62,521 | 116,111 |
| 2 | 1151 | 1157 | 00012220 | Fiscal & Management Analyst III | 33JM | 2 | 1 | 1.0 | 28.9577 | 2,317 | 177 | 939 | 14 | 48,064 | 89,262 |
| | | | | | | | | | | | | | SUBTOTAL: | 110,585 | 205,372 |
| NEW PAY STEPS | | | | | | | | | | | | | | | |
| 1 | 1151 | 1157 | 00009417 | Fiscal & Strategic Asset Coord | 38M | 4 | 1 | 1.0 | 44.9601 | 3,597 | 275 | 1,138 | 14 | 70,138 | 130,256 |
| 2 | 1151 | 1157 | 00012220 | Fiscal & Management Analyst III | 33JM | 3 | 1 | 1.0 | 30.3527 | 2,428 | 186 | 957 | 14 | 49,988 | 92,835 |
| | | | | | | | | | | | | | SUBTOTAL: | 120,126 | 223,091 |
| | | | | | | | | | | | | | TOTAL COST: | 9,541 | 17,718 |

* Pension Fixed Rate for 2013 = 15.51% of salary

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS: Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional): Advancement is requested for retention purposes



 INTERIM FISCAL AND BUDGET ADMINISTRATOR

5-13-13

 DATE

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
June 13, 2013

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