


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : June 21, 2019

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

FROM : Dean Legler, Director of Compensation/HRIS, Department of Human Resources

SUBJECT : **Informational Report for July 2019 Personnel Committee Meeting**



Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

The reports are:

- Reclassifications
- Advancements within the pay range
- 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 June 17, 2019)

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 July 11, 2019 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
July 2019**

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.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
1	HR	Reclassification	Human Resource Business Partner	Mgr HR	1	32M	01	\$ 67,682.76	35M	01	\$ 76,889.07	Classified	This salary adjustment and level increase is a result of a reorganization in the division of Employee Relations. Position is being elevated to a manager position to provide authority and decision making on personnel matters such as performance management/evaluations, employee complaints and discipline, investigations of alleged misconduct. Also provide supervision and support to lower level professionals that provide direct services to departments on a daily basis.	7/29/19	9.15%
							02	\$ 70,728.22		02	\$ 80,592.78				
							03	\$ 73,836.25		03	\$ 84,298.03				
							04	\$ 76,888.99		04	\$ 87,943.23				
							05	\$ 80,592.78		05	\$ 91,650.13				
2	Corp Counsel	Increase within Salary Grade	Paralegal	Paralegal	1	24M	01	\$ 50,005.37	24M	01	\$ 50,005.37	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	4.53%
							02	\$ 51,917.16		02	\$ 51,917.16				
							03	\$ 53,825.53		03	\$ 53,825.53				
							04	\$ 55,733.04		04	\$ 55,733.04				
							05	\$ 58,256.02		05	\$ 58,256.02				
3	Corp Counsel	Increase within Salary Grade	Paralegal	Paralegal	1	24M	01	\$ 50,005.37	24M	01	\$ 50,005.37	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	4.53%
							02	\$ 51,917.16		02	\$ 51,917.16				
							03	\$ 53,825.53		03	\$ 53,825.53				
							04	\$ 55,733.04		04	\$ 55,733.04				
							05	\$ 58,256.02		05	\$ 58,256.02				
4	Corp Counsel	Increase within Salary Grade	Paralegal	Paralegal	1	24M	01	\$ 50,005.37	24M	01	\$ 50,005.37	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	8.23%
							02	\$ 51,917.16		02	\$ 51,917.16				
							03	\$ 53,825.53		03	\$ 53,825.53				
							04	\$ 55,733.04		04	\$ 55,733.04				
							05	\$ 58,256.02		05	\$ 58,256.02				
5	Corp Counsel	Increase within Salary Grade	Paralegal	Paralegal	1	24M	01	\$ 50,005.37	24M	01	\$ 50,005.37	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	8/26/19	7.64%
							02	\$ 51,917.16		02	\$ 51,917.16				
							03	\$ 53,825.53		03	\$ 53,825.53				
							04	\$ 55,733.04		04	\$ 55,733.04				
							05	\$ 58,256.02		05	\$ 58,256.02				
6	Child Support	Increase within Salary Grade	Legal Cnsl Chld Supp 1 NM	Legal Cnsl Chld Supp 1 NM	2	34Z1	01	\$ 51,247.87	34Z1	01	\$ 51,247.87	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	4/22/19	6.96%
							02	\$ 54,148.02		02	\$ 54,148.02				
							03	\$ 59,691.22		03	\$ 59,691.22				
							04	\$ 64,483.33		04	\$ 64,483.33				
							05	\$ 68,971.00		05	\$ 68,971.00				
							06	\$ 73,039.82		06	\$ 73,039.82				
							07	\$ 77,051.31		07	\$ 77,051.31				
							08	\$ 83,559.84		08	\$ 83,559.84				
							09	\$ 89,373.86		09	\$ 89,373.86				
							10	\$ 93,718.56		10	\$ 93,718.56				
							11	\$ 99,694.61		11	\$ 99,694.61				
							12	\$ 105,676.27		12	\$ 105,676.27				
							13	\$ 112,016.53		13	\$ 112,016.53				
							14	\$ 118,738.05		14	\$ 118,738.05				

**Personnel Committee Meeting
Compensation Report
July 2019**

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.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
7	Airport	Reclassification	Fiscal Asst 2 NM	Accountant 2	1	04Z1	01	\$ 31,904.57	17	01	\$ 40,640.13	Classified	Reclassing position to align salary with job duties and responsibilities.	6/3/19	0.00%
							02	\$ 32,845.73		02	\$ 41,883.52				
							03	\$ 33,965.46		03	\$ 43,067.32				
							04	\$ 35,085.19		04	\$ 44,314.35				
							05	\$ 36,205.14		05	\$ 46,030.27				
							06	\$ 37,324.87							
							07	\$ 38,444.39							
							08	\$ 39,563.90							
							09	\$ 40,684.49							
8	DAS	Reclassification	Director Business Development	Sr. Manager Community Development Business Partners (CBDP)	1	902E	01	\$ 82,961.01	35M	01	\$ 76,888.99	Unclassified	Reclassing position to align salary with job duties and responsibilities.	6/17/19	0.00%
							02	\$ 102,928.07		02	\$ 80,592.78				
							03	\$ 122,918.02		03	\$ 84,297.86				
										04	\$ 87,943.15				
										05	\$ 91,650.15				
9	DAS	Reclassification	Machinist	Heating & Ventilating Spclst	1	58	01	\$ 60,834.08	24M	01	\$ 50,005.37	Classified	Reclassing position to align salary with job duties and responsibilities.	6/17/19	0.00%
										02	\$ 51,917.16				
										03	\$ 53,825.53				
										04	\$ 55,733.04				
										05	\$ 58,256.02				
10	DA	Increase within Salary Grade	Office Support Asst I	Office Support Asst I	1	01P	01	\$ 27,331.41	01P	01	\$ 27,331.41	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	3.30%
							02	\$ 27,485.54		02	\$ 27,485.54				
							03	\$ 28,423.40		03	\$ 28,423.40				
							04	\$ 29,360.86		04	\$ 29,360.86				
							05	\$ 30,297.07		05	\$ 30,297.07				
							06	\$ 31,234.32		06	\$ 31,234.32				
							07	\$ 32,171.15		07	\$ 32,171.15				
							08	\$ 33,107.98		08	\$ 33,107.98				
							09	\$ 34,045.86		09	\$ 34,045.86				
11	DA	Increase within Salary Grade	Secretarial Asst NM	Secretarial Asst NM	1	04Z3	01	\$ 37,998.82	04Z3	01	\$ 37,998.82	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	2.83%
							02	\$ 38,444.39		02	\$ 38,444.39				
							03	\$ 39,563.90		03	\$ 39,563.90				
							04	\$ 40,684.49		04	\$ 40,684.49				
12	DA	Increase within Salary Grade	Paralegal-Exempt NM	Paralegal-Exempt NM	1	19Z2	01	\$ 45,256.68	19Z2	01	\$ 45,256.68	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	2.48%
							02	\$ 46,377.21		02	\$ 46,377.21				
							03	\$ 48,464.00		03	\$ 48,464.00				
							04	\$ 50,644.16		04	\$ 50,644.16				
							05	\$ 52,923.83		05	\$ 52,923.83				
							06	\$ 55,147.28		06	\$ 55,147.28				

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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
13	DA	Increase within Salary Grade	Investigator District Atty	Investigator District Atty	1	32M	01	\$ 67,682.76	32M	01	\$ 67,682.76	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	4.82%
							02	\$ 70,728.22		02	\$ 70,728.22				
							03	\$ 73,836.25		03	\$ 73,836.25				
							04	\$ 76,888.99		04	\$ 76,888.99				
							05	\$ 80,592.78		05	\$ 80,592.78				
14	DA	Increase within Salary Grade	Paralegal-Exempt NM	Paralegal-Exempt NM	1	19Z2	01	\$ 45,256.68	19Z2	01	\$ 45,256.68	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	2.48%
							02	\$ 46,377.21		02	\$ 46,377.21				
							03	\$ 48,464.00		03	\$ 48,464.00				
							04	\$ 50,644.16		04	\$ 50,644.16				
							05	\$ 52,923.83		05	\$ 52,923.83				
15	DA	Increase within Salary Grade	Deputy Chief Invest	Deputy Chief Invest	1	36M	01	\$ 80,592.78	36M	01	\$ 80,592.78	Unclassified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	6/17/19	4.22%
							02	\$ 84,297.86		02	\$ 84,297.86				
							03	\$ 87,943.15		03	\$ 87,943.15				
							04	\$ 91,650.15		04	\$ 91,650.15				
							05	\$ 95,358.23		05	\$ 95,358.23				

July 2019 Monthly Transaction Fiscal Effect Form

Item #	Department	Old Title	New Title	Salary Old	Salary New	Salary Variance	2019 Variance	Effective Date	Funding Source
1	1140 - HR	Hum Res Business Partner	Mgr Human Resources	\$ 73,836	\$ 80,592	\$ 6,756	\$ 2,887	7/29/2019	2019 DOSAA
2	1130 - Corp Counsel	Paralegal	Paralegal	\$ 55,733	\$ 58,256	\$ 2,523	\$ 1,078	8/26/2019	2019 DOSAA
3	1130 - Corp Counsel	Paralegal	Paralegal	\$ 55,733	\$ 58,256	\$ 2,523	\$ 1,078	8/26/2019	2019 DOSAA
4	1130 - Corp Counsel	Paralegal	Paralegal	\$ 53,826	\$ 58,256	\$ 4,430	\$ 1,894	8/26/2019	2019 DOSAA
5	1130 - Corp Counsel	Paralegal	Paralegal	\$ 50,005	\$ 53,826	\$ 3,821	\$ 1,633	8/26/2019	2019 DOSAA
6.1	2430 - Child Support	Legal Cnsl Child Supp 1 NM	Legal Cnsl Child Supp 1 NM	\$ 64,483	\$ 68,288	\$ 3,804	\$ 1,626	4/22/2019	2019 Adopted Budget Funding
6.2	2430 - Child Support	Legal Cnsl Child Supp 1 NM	Legal Cnsl Child Supp 1 NM	\$ 64,483	\$ 68,288	\$ 3,804	\$ 1,626	4/22/2019	2019 Adopted Budget Funding
7	5040 - Airport	Fiscal Asst 2 NM	Accountant 2	\$ 36,567	\$ 43,498	\$ 6,931	\$ 2,962	6/3/2019	Airline Revenue
8	1151 - DAS CDBP	Director Bus Development	Senior Manager CDBP	\$ 122,521	\$ 85,141	\$ (37,380)	\$ (15,976)	6/17/2019	n/a
9	1151 - DAS FM	Machinist	Heating and Ventilating Specialist	\$ 61,144	\$ 54,364	\$ (6,780)	\$ (2,898)	6/17/2019	n/a
10	4500 - District Attorney	Office Supp Asst 1	Office Supp Asst 1	\$ 28,423	\$ 29,361	\$ 938	\$ 401	6/17/2019	Unused 2018 DOSAA
11	4500 - District Attorney	Secretarial Asst	Secretarial Asst	\$ 39,564	\$ 40,684	\$ 1,120	\$ 479	6/17/2019	Unused 2018 DOSAA
12	4500 - District Attorney	Paralegal	Paralegal	\$ 45,257	\$ 46,377	\$ 1,120	\$ 479	6/17/2019	Unused 2018 DOSAA
13	4500 - District Attorney	Investigator District Atty	Investigator District Atty	\$ 76,889	\$ 80,595	\$ 3,706	\$ 1,584	6/17/2019	Unused 2018 DOSAA
14	4500 - District Attorney	Paralegal	Paralegal	\$ 45,257	\$ 46,377	\$ 1,120	\$ 479	6/17/2019	Unused 2018 DOSAA
15	4500 - District Attorney	Deputy Chief Invest	Deputy Chief Invest	\$ 87,943	\$ 91,650	\$ 3,707	\$ 1,584	6/17/2019	2019 Adopted Budget Funding

The department has certified that sufficient funds are available for the advancement in the stated funding source



 Director of Performance, Strategy, and Budget

6/19/19

 Date

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX#	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	#OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Airport	Airport Security Operator	15	01	\$18.51	\$38,498.39	4	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$19.03	\$39,588.34			
					03	\$19.54	\$40,640.13			
					04	\$20.14	\$41,883.52			
					05	\$20.71	\$43,067.32			
2	New Hire	DAS - Fiscal Affairs	Analyst GIS-	25	01	\$25.46	\$52,950.53	2	5/20/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$26.39	\$54,896.40			
					03	\$27.33	\$56,842.27			
					04	\$28.56	\$59,414.76			
					05	\$29.80	\$61,993.46			
3	New Hire	DAS - IMAD	Project Manager IT-	36M	01	\$38.75	\$80,592.78	2	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$40.53	\$84,297.86			
					03	\$42.28	\$87,943.15			
					04	\$44.06	\$91,650.15			
					05	\$45.85	\$95,358.23			
4	New Hire	DAS - IMAD	Analyst Appls System IT III	28D	01	\$34.43	\$71,606.86	4	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$35.46	\$73,754.17			
					03	\$36.70	\$76,336.09			
					04	\$38.17	\$79,389.04			
					05	\$40.08	\$83,358.36			
					06	\$42.48	\$88,359.97			
5	Rehire	DAS - IMAD	Sr. Network Engineer	28D	01	\$34.43	\$71,606.86	6	5/28/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$35.46	\$73,754.17			
					03	\$36.70	\$76,336.09			
					04	\$38.17	\$79,389.04			
					05	\$40.08	\$83,358.36			
					06	\$42.48	\$88,359.97			
6	New Hire	Dept. of Aging	Human Ser Wkr Aging NM	16Z4	01	\$20.01	\$41,625.20	5	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$20.14	\$41,883.52			
					03	\$20.71	\$43,067.32			
					04	\$21.30	\$44,314.35			
					05	\$22.13	\$46,030.27			
					06	\$23.01	\$47,866.42			
					07	\$23.95	\$49,820.00			
					08	\$24.73	\$51,442.06			
					09	\$25.55	\$53,134.62			
					10	\$26.51	\$55,147.35			
					11	\$27.01	\$56,179.86			
					12	\$27.49	\$57,178.94			
					7	New Hire	DHHS - Health & Human Services			
02	\$25.46	\$52,950.53								
03	\$26.39	\$54,896.40								
04	\$27.33	\$56,842.27								
05	\$28.56	\$59,414.76								

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 2019										
								^Bold/Shaded boarder denotes rates of incumbents		
INDEX#	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	#OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
8	New Hire	District Attorney's Office	Intern District Attorney	01IM	01	\$11.73	\$24,392.39	3	5/20/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$12.14	\$25,241.95			
					03	\$12.81	\$26,643.19			
					04	\$13.11	\$27,268.80			
					05	\$13.46	\$27,988.75			
					06	\$13.78	\$28,664.37			
					07	\$14.11	\$29,339.98			
					08	\$14.50	\$30,156.77			
					09	\$14.99	\$31,184.28			
					10	\$15.49	\$32,212.41			
					11	\$15.98	\$33,240.75			
					12	\$16.48	\$34,268.88			
					13	\$16.97	\$35,297.01			
					14	\$17.46	\$36,324.72			
					15	\$17.96	\$37,353.06			
9	New Hire	District Attorney's Office	Intern District Attorney	01IM	01	\$11.73	\$24,392.39	3	5/20/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$12.14	\$25,241.95			
					03	\$12.81	\$26,643.19			
					04	\$13.11	\$27,268.80			
					05	\$13.46	\$27,988.75			
					06	\$13.78	\$28,664.37			
					07	\$14.11	\$29,339.98			
					08	\$14.50	\$30,156.77			
					09	\$14.99	\$31,184.28			
					10	\$15.49	\$32,212.41			
					11	\$15.98	\$33,240.75			
					12	\$16.48	\$34,268.88			
					13	\$16.97	\$35,297.01			
					14	\$17.46	\$36,324.72			
					15	\$17.96	\$37,353.06			
10	New Hire	District Attorney's Office	Office Supp Asst 1	01P	01	\$13.14	\$27,331.41	3	5/20/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$13.21	\$27,485.60			
					03	\$13.67	\$28,423.38			
					04	\$14.12	\$29,360.74			
					05	\$14.57	\$30,297.03			
					06	\$15.02	\$31,234.27			
					07	\$15.47	\$32,171.32			
					08	\$15.92	\$33,108.04			
					09	\$16.37	\$34,045.77			
11	New Hire	Office of the Sheriff	Facilities Wrkr Secur NM	07Z1	01	\$14.47	\$30,099.12	4	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$14.50	\$30,152.16			
					03	\$14.96	\$31,116.31			
					04	\$15.32	\$31,858.23			
					05	\$15.70	\$32,656.50			
					06	\$16.11	\$33,509.86			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 2019										
								^Bold/Shaded border denotes rates of incumbents		
INDEX#	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	#OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
12	New Hire	Zoological Department	Security Coordinator	23CM	01	\$25.05	\$52,097.82	6	5/6/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$26.00	\$54,071.55			
					03	\$26.79	\$55,733.04			
					04	\$28.01	\$58,256.02			
					05	\$28.37	\$59,013.79			
					06	\$29.72	\$61,822.66			
					07	\$31.04	\$64,572.16			
13	New Hire	Airport	HVAC Mech 2	21	01	\$22.13	\$46,030.27	2	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$23.01	\$47,866.42			
					03	\$23.95	\$49,820.00			
					04	\$24.73	\$51,442.06			
					05	\$25.55	\$53,134.62			
14	New Hire	Airport	Airport Pub Saf and Sec Cord 2	25	01	\$25.46	\$52,950.53	4	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$26.39	\$54,896.40			
					03	\$27.33	\$56,842.27			
					04	\$28.56	\$59,414.76			
					05	\$29.80	\$61,993.46			
15	New Hire	DAS - IMAD	Systems Engineer	28D	01	\$34.43	\$71,606.86	5	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$35.46	\$73,754.17			
					03	\$36.70	\$76,336.09			
					04	\$38.17	\$79,389.04			
					05	\$40.08	\$83,358.36			
					06	\$42.48	\$88,359.97			
16	New Hire	DAS - IMAD	VoIP Administrator	36M	01	\$38.75	\$80,592.78	4	6/3/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$40.53	\$84,297.86			
					03	\$42.28	\$87,943.15			
					04	\$44.06	\$91,650.15			
					05	\$45.85	\$95,358.23			
17	New Hire	DHHS - Health & Human Services	Contract Serv Coord	27	01	\$27.33	\$56,842.27	2	6/3/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$28.56	\$59,414.76			
					03	\$29.80	\$61,993.46			
					04	\$31.22	\$64,944.41			
					05	\$32.61	\$67,832.56			
18	New Hire	DHHS - Health & Human Services	Human Ser Wkr BI SP NM	16Z4	01	\$20.01	\$41,625.20	4	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$20.14	\$41,883.52			
					03	\$20.71	\$43,067.32			
					04	\$21.30	\$44,314.35			
					05	\$22.13	\$46,030.27			
					06	\$23.01	\$47,866.42			
					07	\$23.95	\$49,820.00			
					08	\$24.73	\$51,442.06			
					09	\$25.55	\$53,134.62			
					10	\$26.51	\$55,147.35			
					11	\$27.01	\$56,179.86			
					12	\$27.49	\$57,178.94			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 2019										
								^Bold/Shaded border denotes rates of incumbents		
INDEX#	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	#OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
19	New Hire	DTPW - Highway Maintenance	Dispatch Clerk	11	01	\$16.43	\$34,180.62	3	6/3/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$16.89	\$35,132.98			
					03	\$17.41	\$36,216.28			
					04	\$17.96	\$37,358.73			
					05	\$18.51	\$38,498.39			
20	New Hire	Office of Emergency Management	EMS Communicator Hrly	16Z	01	\$17.41	\$36,216.28	5	6/3/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$17.96	\$37,358.73			
					03	\$18.51	\$38,498.39			
					04	\$19.03	\$39,588.34			
					05	\$19.54	\$40,640.13			
					06	\$20.14	\$41,883.52			
					07	\$20.71	\$43,067.32			
					08	\$21.30	\$44,314.35			
					09	\$22.13	\$46,030.27			
21	New Hire	Parks	Park Maint Wrkr Asst	7	01	\$15.16	\$31,539.34	2	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$15.62	\$32,495.13			
					03	\$16.01	\$33,309.91			
					04	\$16.43	\$34,180.62			
					05	\$16.89	\$35,132.98			
22	New Hire	Zoological Department	Custodial Wrkr Asst Sup	9	01	\$15.62	\$32,495.13	4	6/17/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$16.01	\$33,309.91			
					03	\$16.43	\$34,180.62			
					04	\$16.89	\$35,132.98			
					05	\$17.54	\$36,488.88			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
July 11, 2019**

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

**Dual Employments
Personnel Committee Meeting
July 11, 2019**

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

**Emergency Appointment Report
Personnel Committee Meeting
July 11, 2019**

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

**Temporary Appointment Report
Personnel Committee Meeting
July 11, 2019**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
July 11, 2019**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
Child Support	McGlaston	Mashunda	Child Support Supervisor	24M	916E	Financial Manager Child Support	5/20/2019		8/17/2019	Vacant position
Child Support	Stevens	Sandra	Manager Financial Child Support	901E	916E	Comm Programs Grants Manager	5/20/2019		8/17/2019	Vacant position
Child Support	Wright	Krystal	Child Support Coordinator	22M	24M	Child Support Supervisor	6/3/2019		8/31/2019	Incumbent on TAHC
Comptroller	Mickeson	David	Specialist Payroll	18DC	30M	Coordinator Payroll System	6/3/2019		9/1/2019	Vacant position
Courts	Fowler	Vanessa	Clerk Court Services	12	24M	Supervisor Operations Ct	4/22/2019		7/21/2019	Vacant position
Courts	Jimenez	Juan	Administrative Assistant	06PM	25M	Assistant Executive	5/7/2019		8/5/2019	Vacant position
DAS	Robinson	Lamont	Manager Procurement Compliance CDBP	33M	902E	Director, Business Development	5/17/2019		8/16/2019	Vacant position
HOC	Words	Shardae	Fiscal Asst 2	04Z1	31M	Supervisor Accounting	5/20/2019		8/23/2019	Vacant position
MCDOT	Kent	Kevin	Asst. Highway Maintenance Manager	31M	34M	Highway Maintenance Manager	4/5/2019	7/4/2019		Vacant position
MCDOT	Kowalski	Greg	Asst. Highway Maintenance Supervisor	26M	31M	Asst. Highway Maintenance Manager	4/10/2019	7/9/2019		Incumbent on TAHC
MCSO	Bilda	Andrew	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019		7/12/2019	Incumbent on TAHC
MCSO	Castro	Josephine	Clerical Assistant II	04Z1	06P	Administrative Assistant	5/12/2019		8/10/2019	Vacant position
MCSO	Lester	Brandy	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019		7/12/2019	Incumbent on TAHC
MCSO	Murray	Derick	Correction Officer Sheriff	14Z1	23CM	Correctional Officer LT	4/7/2019		7/5/2019	Incumbent out on suspension
MCSO	Parr	Steven	Deputy Sheriff I	17BZ	22B	Deputy Sheriff Sgt	4/14/2019		7/12/2019	Vacant position
MCSO	Stowers	Charles	Deputy Sheriff Sgt	22B	34M	Deputy Sheriff Lt	4/14/2019		7/12/2019	Incumbent on leave
Parks	Becker	Richard	Park Unit Coordinator 2	24M	915E	Clubhouse Concessions Manager	5/6/2019		8/4/2019	Incumbent out on leave
Parks	Hannon	Shawn	Natural Resource Tech	15Z3	24M	Natural Resource Coordinator	3/20/2019		7/14/2019	Incumbent out on leave
Parks	Loosemoore	David	Park Worker 5	5101	24M	Heating and Ventilating Specialist	4/21/2019	7/22/2019		Vacant position
Parks	Pisarski	Todd	Safety & Security Coordinator	26	32M	Safety, Security & Training Manager	4/5/2019		7/8/2019	Incumbent out on leave
Zoo	Medina	Manuel	Zoo Worker 3	5115	17	Group Sales Specialist	5/5/2019		8/5/2019	Incumbent on leave



Milwaukee County Board of Supervisors

Date: June 24, 2019

To: Dean Legler, Compensation Director
Department of Human Resources

Re: **Objection to MCO 17.05 AND 17.055**

Dear Director Legler,

This objection to File No. 19-9, received on June 21, 2019, is made within the specified seven-day time period in order to preserve the ability of Supervisors to consider items at later committee or Board meetings.

File No. 19-9 is the report submitted by Human Resources, Director of Compensation, for the June Personnel Committee.

File 19-9

From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification.

The Supervisor reserves the right to withdraw the objection to some or all of the items in the report.

Sincerely,

Eddie Cullen
Chairman, Committee on Personnel
Supervisory District 15

CC: Julie Landry, Director, Human Resources
Shanin Brown, Personnel Committee Coordinator

Margaret Daun, Milwaukee County Corporation Counsel