


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

DATE : November 20, 2012

To : Committee on Finance, Personnel & Audit

FROM : Kerry J. Mitchell, Director of Human Resources 

SUBJECT : **Informational Reports 12/13/2012**  
**For Finance, Personnel & Audit Committee Meeting**

Attached is an informational report listing *appointments at an advanced step of the pay range*, which the Director of Human Resources has approved.

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 December 13, 2012 Finance, Personnel & Audit Committee Meeting for informational purposes

KJKM:jam

Attachment

**Appointments at an Advanced Step of the Pay Range**  
**Finance, Personnel & Audit Committee Report**  
**December 2012**

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED PAY GRADE & HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. CURRENT YEAR FISCAL IMPACT**	JUSTIFICATION
County Board	1000	N/A	Adm Sec Intr Gov Rel Di	917E	01	\$ 37.2072	\$ 77,390.98	06	11/05/2012	\$2,827.81	New Hire Appointment / Recruitment at Market Rate
					02	\$ 39.0677	\$ 81,260.82				
					03	\$ 40.9276	\$ 85,129.41				
					04	\$ 42.7880	\$ 88,999.04				
					05	\$ 44.6485	\$ 92,868.88				
					06	\$ 46.0441	\$ 95,771.73				
					07	\$ 47.4390	\$ 98,673.12				
					08	\$ 48.3693	\$ 100,608.14				
DHHS - Behavioral Health Div	6300	N/A	BH House Physician 3 - Hourly	44PM	01	\$ 82.8190	\$ 172,263.52	07	10/29/2012	\$6,835.21	New Hire Appointment / 10+ Years Experience
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				
DHHS - Behavioral Health Div	6300	N/A	House Physician I - Hourly	40XM	01	\$ 57.4578	\$ 119,512.22	03	*TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 59.4687	\$ 123,694.90				
					03	\$ 61.5502	\$ 128,024.42				
					04	\$ 63.7044	\$ 132,505.15				
					05	\$ 65.9339	\$ 137,142.51				
					06	\$ 68.2418	\$ 141,942.94				
					07	\$ 70.6302	\$ 146,910.82				
DHHS - Behavioral Health Div	6300	N/A	Community Service Manager	27M	01	\$ 24.9938	\$ 51,987.10	02	*TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 26.1252	\$ 54,340.42				
					03	\$ 26.4650	\$ 55,047.20				
					04	\$ 27.7247	\$ 57,667.38				
					05	\$ 28.9577	\$ 60,232.02				
DHHS - Behavioral Health Div	6300	N/A	Contract Services Coordinator	27	01	\$ 25.4912	\$ 53,021.70	02	10/19/2012	\$461.48	New Hire Appointment / Recruitment at Market Rate
					02	\$ 26.6449	\$ 55,421.39				
					03	\$ 27.8013	\$ 57,826.70				
					04	\$ 29.1246	\$ 60,579.17				
					05	\$ 30.4198	\$ 63,273.18				
DHHS - Behavioral Health Div	6300	N/A	BH Staff Psychiatrist - Hourly	44PM	01	\$ 82.8190	\$ 172,263.52	06	10/07/2012	\$7,461.12	New Hire Appointment / 11+ Years Experience
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				

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**Appointments at an Advanced Step of the Pay Range**  
**Finance, Personnel & Audit Committee Report**  
**December 2012**

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED PAY GRADE & HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. CURRENT YEAR FISCAL IMPACT**	JUSTIFICATION
DHHS - Behavioral Health Div	6300	N/A	BH Staff Psychiatrist	44PM	01	\$ 82.8190	\$ 172,263.52	04	11/01/2012	\$3,241.44	New Hire Appointment / 20+ Years Experience
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				
DHHS - Behavioral Health Div	6300	N/A	BH Staff Psychiatrist - Hourly	44PM	01	\$ 82.8190	\$ 172,263.52	04	10/08/2012	\$4,321.92	New Hire Appointment / 9+ Years Experience
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				
DHHS - Behavioral Health Div	6300	N/A	Psych Crisis Srvs Coord	31M	01	\$ 28.9577	\$ 60,232.02	03	11/11/2012	\$773.02	New Hire Appointment / Recruitment at Market Rate
					02	\$ 30.3527	\$ 63,133.62				
					03	\$ 31.7185	\$ 65,974.48				
					04	\$ 33.1122	\$ 68,873.38				
					05	\$ 34.4814	\$ 71,721.31				
DHHS - Behavioral Health Div	6300	N/A	Nursing Asst 1 Mh (CNA)	5D	01	\$ 11.3448	\$ 23,597.18	10	10/29/2012	\$1,434.13	New Hire Appointment / Recruitment at Market Rate
					02	\$ 11.5901	\$ 24,107.41				
					03	\$ 12.2208	\$ 25,419.26				
					04	\$ 12.6530	\$ 26,318.24				
					05	\$ 13.4194	\$ 27,912.35				
					06	\$ 13.7925	\$ 28,688.40				
					07	\$ 14.1439	\$ 29,419.31				
					08	\$ 14.5726	\$ 30,311.01				
					09	\$ 14.9380	\$ 31,071.04				
					10	\$ 15.3285	\$ 31,883.28				
DHHS - Behavioral Health Div	6300	N/A	Occupational Therapist	26NT	01	\$ 27.4635	\$ 57,124.08	04	*TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 28.7029	\$ 59,702.03				
					03	\$ 29.9940	\$ 62,387.52				
					04	\$ 31.3367	\$ 65,180.34				
					05	\$ 32.7517	\$ 68,123.54				

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
December 2012**

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED PAY GRADE & HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. CURRENT YEAR FISCAL IMPACT^^	JUSTIFICATION
					01	\$ 16.0074	\$ 33,295.39				
					02	\$ 16.3806	\$ 34,071.65				
					03	\$ 16.7537	\$ 34,847.70				
					<b>04</b>	<b>\$ 17.2648</b>	<b>\$ 35,910.78</b>				
					05	\$ 17.7536	\$ 36,927.49				
					06	\$ 18.2252	\$ 37,908.42				
					07	\$ 18.7830	\$ 39,068.64				
					08	\$ 19.3138	\$ 40,172.70				
Dept of Aging	7900	N/A	Human Services Worker (Aging)	16C	09	\$ 19.8730	\$ 41,335.84	04	10/29/2012	\$452.66	New Hire Appointment / Recruitment at Market Rate
					10	\$ 20.6426	\$ 42,936.61				
					11	\$ 21.4659	\$ 44,649.07				
					12	\$ 22.3420	\$ 46,471.36				
					13	\$ 23.0695	\$ 47,984.56				
					14	\$ 23.8285	\$ 49,563.28				
					15	\$ 24.7311	\$ 51,440.69				
					16	\$ 25.1942	\$ 52,403.94				
					17	\$ 25.6422	\$ 53,335.78				
					01	\$ 16.0074	\$ 33,295.39				
					02	\$ 16.3806	\$ 34,071.65				
					03	\$ 16.7537	\$ 34,847.70				
					04	\$ 17.2648	\$ 35,910.78				
					05	\$ 17.7536	\$ 36,927.49				
					06	\$ 18.2252	\$ 37,908.42				
					07	\$ 18.7830	\$ 39,068.64				
					<b>08</b>	<b>\$ 19.3138</b>	<b>\$ 40,172.70</b>				
Dept of Aging	7900	N/A	Human Services Worker (Aging)	16C	09	\$ 19.8730	\$ 41,335.84	08	10/29/2012	\$1,190.30	New Hire Appointment / Recruitment at Market Rate
					10	\$ 20.6426	\$ 42,936.61				
					11	\$ 21.4659	\$ 44,649.07				
					12	\$ 22.3420	\$ 46,471.36				
					13	\$ 23.0695	\$ 47,984.56				
					14	\$ 23.8285	\$ 49,563.28				
					15	\$ 24.7311	\$ 51,440.69				
					16	\$ 25.1942	\$ 52,403.94				
					17	\$ 25.6422	\$ 53,335.78				
					01	\$ 31.7185	\$ 65,974.48				
					02	\$ 33.1122	\$ 68,873.38				
					03	\$ 34.4813	\$ 71,721.10				
					04	\$ 36.1423	\$ 75,175.98				
Dept of Aging	7900	N/A	Program Coordinator (Community Programs)	33M	<b>05</b>	<b>\$ 37.8038</b>	<b>\$ 78,631.90</b>	05	11/12/2012	\$1,703.88	New Hire Appointment / Recruitment at Market Rate

^Bold/shaded border denotes rates of incumbents

^^Current Year fiscal impact amount is based upon number of weeks remaining in 2012 from date of appointment and the difference from the required rate to the advanced rate. Based on 40 Hour Work Week.