



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

Date: August 16, 2024

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Tony L. Maze, Total Awards Director, Department of Human Resources

Subject: 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; Compensation Study Updates; 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. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

File Type: Informational Report

REQUEST

HR is providing an informational report for the September 3, 2024, Personnel Committee Meeting, Reference File 24-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Wisconsin State Statutes:	63.05 (3) , 63.07
Milwaukee County Code of General Ordinances:	17.05 (2) , 17.10 , 17.09 , 17.23 , 17.08 , 17.085 , 17.265

BACKGROUND

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the upcoming agenda of the Personnel Committee Meeting for informational purposes.

Related File No's:	File 24-16 , 24-321
Previous Action Date(s):	1/16/2024, 3/5/2024, 5/7/2024, 6/4/2024, 7/9/2024

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3B: Enhance the County's fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

VIRTUAL MEETING INVITES

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PREPARED BY:

Bridget Morstad, Lead Compensation Analyst, Department of Human Resources
Genaro Baez, Director of Talent Acquisition, HR Operations and Learning & Development, Department of Human Resources
Dan Laurila, Operating Budget Manager, Department of Administrative Services

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Reclassifications

Advancements within the pay range

Compensation Study Updates

Appointments at an advanced step of the pay range

Revisions to Executive Compensation Plan [ECP]

Dual employment

Emergency appointment

Temporary appointment

Temporary assignments to a higher classification (updated through August 5, 2024)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Aaron Hertzberg, Director, Department of Administrative Services
Joe Lamers, Director - Strategy, Performance & Budget
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners
Clarence Kinnard, Committee Coordinator, Office of the County Clerk

Personnel Committee Meeting Compensation Report September 2024

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 #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
1	Reclassification	Highways	Highway Maintenance Worker III	Highway Maintenance Worker Lead	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	26M	\$60,673.60	\$69,680.00	\$66,560.00	Classified	3.86%	9/29/2024	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DHHS	Manager Financial Child support	Director Case Management & Community Services	1	NR30	\$86,465.60	\$129,688.00	\$91,561.60	901E	\$73,403.20	\$107,432.00	\$97,988.80	Unclassified	7.02%	9/29/2024	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	DHHS	Community Programs Grants Manager	Director of Programs & Supportive Services	1	901E	\$73,403.20	\$107,432.00	\$91,416.00	901E	\$73,403.20	\$107,432.00	\$95,992.00	Classified	5.01%	9/29/2024	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	DHHS	Financial Eligibility Specialist	Elder Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$42,120.00	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	29.63%	12/10/2023	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	DHHS	Financial Eligibility Specialist	Elder Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$44,657.60	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	22.26%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	DHHS	Financial Eligibility Specialist	Elder Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$40,830.40	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	33.72%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	DHHS	Financial Eligibility Specialist	Elder Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$44,657.60	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	22.26%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	DHHS	Financial Eligibility Specialist	Disability Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$44,657.60	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	22.26%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	DHHS	Financial Eligibility Specialist	Disability Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$40,830.40	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	33.72%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	DHHS	Financial Eligibility Specialist	Disability Benefits Specialist	1	NR15	\$36,067.20	\$54,100.80	\$48,880.00	16Z4	\$46,945.60	\$64,459.20	\$54,600.00	Classified	11.70%	9/1/2024	Reclassing position to align job title with job duties and responsibilities.
11	Reclassification	District Attorney	Database Assistant	Business Development Analyst	1	NR21	\$51,188.80	\$76,772.80	\$69,888.00	NR27	\$72,592.00	\$108,888.00	\$72,592.00	Classified	3.87%	9/29/2024	Reclassing position to align job title with job duties and responsibilities.
12	Advancement	Parks	Park Maint Worker 2 Ic	Park Maint Worker 2 Ic	1	20	\$49,982.40	\$57,990.40	\$50,918.40	20	\$49,982.40	\$57,990.40	\$55,460.16	Classified	8.92%	6/23/2024	Equity issue being addressed
13	Advancement	Parks	Park Operations Analyst II	Park Operations Analyst II	1	NR20	\$48,276.80	\$72,425.60	\$59,924.80	NR20	\$48,276.80	\$72,425.60	\$68,640.00	Classified	14.54%	7/7/2024	Equity issue being addressed
14	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$57,532.80	24	\$57,532.80	\$66,976.00	\$59,612.80	Classified	3.62%	8/4/2024	Equity issue being addressed
15	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$59,696.00	24	\$57,532.80	\$66,976.00	\$61,776.00	Classified	3.48%	8/4/2024	Equity issue being addressed
16	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$61,900.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	8.20%	8/4/2024	Equity issue being addressed
17	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$64,084.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	4.51%	8/4/2024	Equity issue being addressed
18	Advancement	Fleet	Director Fleet	Director Fleet	1	902E	\$93,017.60	\$137,779.20	\$116,771.20	902E	\$93,017.60	\$137,779.20	\$120,016.00	Unclassified	2.78%	8/4/2024	Equity issue being addressed
19	Advancement	Fleet	Assistant Parts	Assistant Parts	1	18	\$47,216.00	\$53,934.40	\$51,875.20	18	\$47,216.00	\$53,934.40	\$53,934.40	Classified	3.97%	8/4/2024	Equity issue being addressed
20	Advancement	Fleet	Welder Mechanic	Welder Mechanic	1	24	\$57,532.80	\$66,976.00	\$57,532.80	24	\$57,532.80	\$66,976.00	\$59,612.80	Classified	3.62%	8/4/2024	Equity issue being addressed
21	Advancement	Fleet	Supervisor Fleet	Supervisor Fleet	1	31M	\$72,779.20	\$86,652.80	\$78,499.20	31M	\$72,779.20	\$86,652.80	\$80,579.20	Classified	2.65%	8/4/2024	Equity issue being addressed

Personnel Committee Meeting Compensation Report September 2024

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)

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Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current Grade	Current		Current Sal Only	New Grade	Recommended		New Sal Only	Classification	Percentage	Effective Date	Comp Reason
							Min	Max			Min	Max					
22	Advancement	Fleet	Manager Parts	Manager Parts	1	26	\$61,900.80	\$73,174.40	\$66,976.00	26	\$61,900.80	\$73,174.40	\$66,976.00	Classified	0.00%	8/4/2024	Equity issue being addressed
23	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$57,532.80	24	\$57,532.80	\$66,976.00	\$59,612.80	Classified	3.62%	8/4/2024	Equity issue being addressed
24	Advancement	Fleet	Fiscal & Budget Manager	Fiscal & Budget Manager	1	NR30	\$86,465.60	\$129,688.00	\$94,993.60	NR30	\$86,465.60	\$129,688.00	\$97,073.60	Classified	2.19%	8/4/2024	Equity issue being addressed
25	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$61,900.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	8.20%	8/4/2024	Equity issue being addressed
26	Advancement	Fleet	Supervisor Fleet	Supervisor Fleet	1	31M	\$72,779.20	\$86,652.80	\$79,726.40	31M	\$72,779.20	\$86,652.80	\$81,806.40	Classified	2.61%	8/4/2024	Equity issue being addressed
27	Advancement	Fleet	Lead Mechanic DOT	Lead Mechanic DOT	1	26	\$61,900.80	\$73,174.40	\$68,515.20	26	\$61,900.80	\$73,174.40	\$70,613.92	Classified	3.06%	8/4/2024	Equity issue being addressed
28	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$61,900.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	8.20%	8/4/2024	Equity issue being addressed
29	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$59,696.00	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	12.20%	8/4/2024	Equity issue being addressed
30	Advancement	Fleet	Lead Mechanic DOT	Lead Mechanic DOT	1	26	\$61,900.80	\$73,174.40	\$66,976.00	26	\$61,900.80	\$73,174.40	\$71,136.00	Classified	6.21%	8/4/2024	Equity issue being addressed
31	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$64,084.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	4.51%	8/4/2024	Equity issue being addressed
32	Advancement	Fleet	Sr Analyst Fleet Assessment Management	Sr Analyst Fleet Assessment Management	1	28M	\$65,665.60	\$76,273.60	\$69,680.00	28M	\$65,665.60	\$76,273.60	\$71,760.00	Classified	2.99%	8/4/2024	Equity issue being addressed
33	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$59,696.00	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	12.20%	8/4/2024	Equity issue being addressed
34	Advancement	Fleet	Supervisor Fleet	Supervisor Fleet	1	31M	\$72,779.20	\$86,652.80	\$79,726.40	31M	\$72,779.20	\$86,652.80	\$81,806.40	Classified	2.61%	8/4/2024	Equity issue being addressed
35	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$64,084.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	4.51%	8/4/2024	Equity issue being addressed
36	Advancement	Fleet	Assistant Parts	Assistant Parts	1	18	\$47,216.00	\$53,934.40	\$51,875.20	18	\$47,216.00	\$53,934.40	\$53,934.40	Classified	3.97%	8/4/2024	Equity issue being addressed
37	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$64,084.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	4.51%	8/4/2024	Equity issue being addressed
38	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$57,532.80	24	\$57,532.80	\$66,976.00	\$59,612.80	Classified	3.62%	8/4/2024	Equity issue being addressed
39	Advancement	Fleet	Welder Mechanic	Welder Mechanic	1	24	\$57,532.80	\$66,976.00	\$61,900.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	8.20%	8/4/2024	Equity issue being addressed
40	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$64,084.80	24	\$57,532.80	\$66,976.00	\$66,976.00	Classified	4.51%	8/4/2024	Equity issue being addressed
41	Advancement	Fleet	Fleet Maintenance Worker	Fleet Maintenance Worker	1	24	\$57,532.80	\$66,976.00	\$59,696.00	24	\$57,532.80	\$66,976.00	\$63,856.00	Classified	6.97%	8/4/2024	Equity issue being addressed
42	Advancement	Fleet	Mechanic Fleet	Mechanic Fleet	1	24	\$57,532.80	\$66,976.00	\$57,532.80	24	\$57,532.80	\$66,976.00	\$59,612.80	Classified	3.62%	8/4/2024	Equity issue being addressed

Personnel Committee Meeting Compensation Report September 2024

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)

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						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
43	Advancement	Transportation Services	Engineering Project Manager	Engineering Project Manager	1	34A	\$96,116.80	\$110,115.20	\$112,985.60	34A	\$96,116.80	\$110,115.20	\$115,793.60	Classified	2.49%	8/4/2024	Equity issue being addressed
44	Advancement	DHHS	Director of Contract Sourcing & Execution	Director of Contract Sourcing & Execution	1	901E	\$73,403.20	\$107,432.00	\$92,718.00	901E	\$73,403.20	\$107,432.00	\$99,236.00	Classified	7.03%	7/21/2024	Equity issue being addressed
45	Advancement	DHHS	APS Director	APS Director	1	901E	\$73,403.20	\$107,432.00	\$90,812.80	901E	\$73,403.20	\$107,432.00	\$101,500.00	Classified	11.77%	7/21/2024	Equity issue being addressed
46	Advancement	ROD	Analyst Real Property ROD	Analyst Real Property ROD	1	07P	\$45,676.80	\$58,572.80	\$45,676.80	07P	\$45,676.80	\$58,572.80	\$49,920.00	Classified	9.29%	9/29/2024	Equity issue being addressed
47	Advancement	Comptroller	Director Accounts Payable	Director Accounts Payable	1	NR32	\$97,136.00	\$145,704.00	\$104,312.00	NR32	\$97,136.00	\$145,704.00	\$106,312.00	Classified	1.92%	9/29/2024	Equity issue being addressed
48	Advancement	Comptroller	Deputy Comptroller	Deputy Comptroller	1	NR32	\$97,136.00	\$145,704.00	\$117,208.00	NR32	\$97,136.00	\$145,704.00	\$120,208.00	Classified	2.56%	9/29/2024	Equity issue being addressed
49	Advancement	Comptroller	Financial Services Director	Financial Services Director	1	NR32	\$97,136.00	\$145,704.00	\$127,212.80	NR32	\$97,136.00	\$145,704.00	\$130,212.80	Classified	2.36%	9/29/2024	Equity issue being addressed
50	Advancement	DHHS	Manager of Community Supervision & Courts	Manager of Community Supervision & Courts	1	33M	\$79,726.40	\$94,993.60	\$91,332.80	33M	\$79,726.40	\$94,993.60	\$94,993.60	Classified	4.01%	9/1/2024	Equity issue being addressed
51	Advancement	DHHS	Manager of Community Supervision & Courts	Manager of Community Supervision & Courts	1	33M	\$79,726.40	\$94,993.60	\$89,585.60	33M	\$79,726.40	\$94,993.60	\$94,993.60	Classified	6.04%	9/1/2024	Equity issue being addressed
52	Advancement	Comptroller	Director Accounting Comptroller	Director Accounting Comptroller	1	NR32	\$97,136.00	\$145,704.00	\$118,996.80	NR32	\$97,136.00	\$145,704.00	\$125,000.00	Classified	5.04%	9/29/2024	Equity issue being addressed
53	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
54	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
55	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
56	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
57	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
58	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
59	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
60	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
61	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
62	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed
63	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$53,943.40	22OE	\$53,934.40	\$62,171.20	\$56,014.40	Classified	3.84%	9/29/2024	Equity issue being addressed

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						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
64	Advancement	Highways	Highway Maintenance Worker II	Highway Maintenance Worker II	1	22OE	\$53,934.40	\$62,171.20	\$56,139.20	22OE	\$53,934.40	\$62,171.20	\$58,219.20	Classified	3.71%	9/29/2024	Equity issue being addressed
65	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$58,635.20	24OE	\$58,635.20	\$66,976.00	\$60,715.20	Classified	3.55%	9/29/2024	Equity issue being addressed
66	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$58,635.20	24OE	\$58,635.20	\$66,976.00	\$60,715.20	Classified	3.55%	9/29/2024	Equity issue being addressed
67	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$58,635.20	24OE	\$58,635.20	\$66,976.00	\$60,715.20	Classified	3.55%	9/29/2024	Equity issue being addressed
68	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$58,635.20	24OE	\$58,635.20	\$66,976.00	\$60,715.20	Classified	3.55%	9/29/2024	Equity issue being addressed
69	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$61,900.80	24OE	\$58,635.20	\$66,976.00	\$63,980.80	Classified	3.36%	9/29/2024	Equity issue being addressed
70	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$61,900.80	24OE	\$58,635.20	\$66,976.00	\$63,980.80	Classified	3.36%	9/29/2024	Equity issue being addressed
71	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
72	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
73	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
74	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
75	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
76	Advancement	Highways	Highway Maintenance Worker III	Highway Maintenance Worker III	1	24OE	\$58,635.20	\$66,976.00	\$64,084.80	24OE	\$58,635.20	\$66,976.00	\$66,164.80	Classified	3.25%	9/29/2024	Equity issue being addressed
77	Advancement	Zoo	Senior Staff Veterinarian	Senior Staff Veterinarian	1	917E	\$93,516.80	\$121,534.40	\$107,515.20	917E	\$93,516.80	\$121,534.40	\$115,000.00	Unclassified	6.96%	9/29/2024	Equity issue being addressed
78	Advancement	Corp Counsel	Assistant Corporation Counsel	Assistant Corporation Counsel	1	34Z	\$54,454.40	\$132,454.40	\$85,966.40	34Z	\$54,454.40	\$132,454.40	\$93,225.60	Classified	8.44%	9/29/2024	Equity issue being addressed
79	Advancement	Corp Counsel	Assistant Corporation Counsel	Assistant Corporation Counsel	1	34Z	\$54,454.40	\$132,454.40	\$66,601.60	34Z	\$54,454.40	\$132,454.40	\$76,211.20	Classified	14.43%	9/29/2024	Equity issue being addressed
80	Advancement	Corp Counsel	Paralegal	Paralegal	1	NR20	\$48,276.80	\$72,425.60	\$60,673.60	NR20	\$48,276.80	\$72,425.60	\$62,673.60	Classified	3.30%	9/29/2024	Equity issue being addressed
81	Advancement	Corp Counsel	Paralegal	Paralegal	1	NR20	\$48,276.80	\$72,425.60	\$65,665.80	NR20	\$48,276.80	\$72,425.60	\$67,665.60	Classified	3.05%	9/29/2024	Equity issue being addressed
82	Advancement	Corp Counsel	Paralegal	Paralegal	1	NR20	\$48,276.80	\$72,425.60	\$60,673.60	NR20	\$48,276.80	\$72,425.60	\$61,673.60	Classified	1.65%	9/29/2024	Equity issue being addressed
83	Advancement	Corp Counsel	Paralegal	Paralegal	1	NR20	\$48,276.80	\$72,425.60	\$60,673.60	NR20	\$48,276.80	\$72,425.60	\$61,673.60	Classified	1.65%	9/29/2024	Equity issue being addressed
84	Advancement	Corp Counsel	Sr Coordinator Office	Sr Coordinator Office	1	NR24	\$60,944.00	\$91,436.80	\$81,348.80	NR24	\$60,944.00	\$91,436.80	\$84,348.80	Classified	3.69%	9/29/2024	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
September 2024**

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 #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current Grade	Current		Current Sal Only	New Grade	Recommended		New Sal Only	Classification	Percentage	Effective Date	Comp Reason
							Min	Max			Min	Max					
85	Advancement	DAS	Manager Contracts	Manager Contracts	1	901E	\$73,403.20	\$107,432.00	\$83,241.60	901E	\$73,403.20	\$107,432.00	\$91,565.76	Unclassified	10.00%	9/29/2024	Equity issue being addressed
86	Advancement	DAS-IMSD	Applications Analyst	Applications Analyst	1	NR25	\$64,604.80	\$96,907.20	\$72,766.40	NR25	\$64,604.80	\$96,907.20	\$75,766.40	Classified	4.12%	10/14/2024	Equity issue being addressed
87	Advancement	District Attorney	Management Assistant - DA Nm	Management Assistant - DA Nm	1	NR17	\$40,539.20	\$60,819.20	\$53,040.00	NR17	\$40,539.20	\$60,819.20	\$55,120.00	Classified	3.92%	9/29/2024	Equity issue being addressed

Compensation Study Updates

September 2024

Agency	Location Name	Department Name	Job Name	Former Base Rate	Former Base Salary	Pay Grade	Job Date	New Base Rate	New Base Salary
103	103 - Cnty Exec Government Affairs - 1020 Intergovernmental Rela	1020 Intergovernmental Relatio	Government Affairs Director	\$ 51.66	\$ 107,452.80	NR34E	1/21/2024	\$ 60.10	\$ 125,000.00
112	112 - Personnel Review Board - 1120 Personnel Review Board	1120 Personnel Review Board	Administrative PRB & Ethics Board	\$ 42.36	\$ 88,108.80	NR29E	1/21/2024	\$ 48.08	\$ 100,000.00
114	114 - Human Resources - 1149 ERS	1149 ERS	Info Systems Retirement Analyst	\$ 26.46	\$ 55,036.80	NR21	1/21/2024	\$ 28.29	\$ 58,843.20
114	114 - Human Resources - 1149 ERS	1149 ERS	Analyst Financial Retirement	\$ 31.90	\$ 66,539.20	NR25	1/21/2024	\$ 32.61	\$ 67,828.80
114	114 - Human Resources - 1149 ERS	1149 ERS	Senior Financial Retirement Analyst	\$ 38.33	\$ 79,726.40	NR26	1/21/2024	\$ 38.84	\$ 80,787.20
114	114 - Human Resources - 1149 ERS	1149 ERS	Analyst Data Quality Retirement	\$ 30.21	\$ 62,836.80	NR26	1/21/2024	\$ 35.80	\$ 74,464.00
114	114 - Human Resources - 1141 Director's Office	1141 Director's Office	Data Analyst	\$ 33.50	\$ 69,680.00	NR26	1/21/2024	\$ 35.90	\$ 74,672.00
114	114 - Human Resources - 1149 ERS	1149 ERS	Sr Analyst Financial Retirement	\$ 38.33	\$ 79,726.40	NR28	1/21/2024	\$ 40.73	\$ 84,718.40
114	114 - Human Resources - 1149 ERS	1149 ERS	Info Systems Retirement Manager	\$ 38.33	\$ 79,726.40	NR28	1/21/2024	\$ 41.21	\$ 85,716.80
115	115 - Dept Admin Svcs Fiscal Affairs - 1154 Standards & Specific	1154 Standards & Specification	Business Solutions Analyst	\$ 36.67	\$ 76,273.60	NR27	1/21/2024	\$ 38.39	\$ 79,851.20
115	115 - Dept Admin Svcs Fiscal Affairs - 1154 Standards & Specific	1154 Standards & Specification	Business Solutions Manager	\$ 43.66	\$ 90,812.80	NR32	1/21/2024	\$ 49.58	\$ 103,126.40
116	116 - DAS - Information Mgt Svcs Div - 1181 Land Info Office	1181 Land Information Office	GIS Technician	\$ 21.47	\$ 44,657.60	NR19	1/21/2024	\$ 21.89	\$ 45,531.20
116	116 - DAS - Information Mgt Svcs Div - 1176 Personal Computer	1176 Personal Computer	Service Operations Technician	\$ 30.33	\$ 63,086.40	NR21	1/21/2024	\$ 32.73	\$ 68,078.40
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Applications Analyst	\$ 32.58	\$ 67,766.40	NR25	1/21/2024	\$ 34.98	\$ 72,758.40
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Applications Analyst	\$ 31.79	\$ 66,123.20	NR25	1/21/2024	\$ 34.16	\$ 71,052.80
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Applications Analyst	\$ 26.70	\$ 55,536.00	NR25	1/21/2024	\$ 31.06	\$ 64,604.80
116	116 - DAS - Information Mgt Svcs Div - 1188 Pubilc Safety Appl	1188 Public Safety Applications	Applications Analyst	\$ 26.70	\$ 55,536.00	NR25	1/21/2024	\$ 31.06	\$ 64,604.80
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Applications Analyst	\$ 26.70	\$ 55,536.00	NR25	1/21/2024	\$ 32.61	\$ 67,828.80
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Applications Analyst	\$ 31.79	\$ 66,123.20	NR25	1/21/2024	\$ 34.16	\$ 71,052.80
116	116 - DAS - Information Mgt Svcs Div - 1188 Pubilc Safety Appl	1188 Public Safety Applications	Applications Analyst	\$ 35.57	\$ 73,985.60	NR25	1/21/2024	\$ 36.49	\$ 75,899.20
116	116 - DAS - Information Mgt Svcs Div - 1188 Pubilc Safety Appl	1188 Public Safety Applications	Applications Analyst	\$ 26.70	\$ 55,536.00	NR25	1/21/2024	\$ 31.83	\$ 66,206.40
116	116 - DAS - Information Mgt Svcs Div - 1182 Accting Admin	1182 Accounting Administration	Applications Analyst	\$ 28.20	\$ 58,656.00	NR25	1/21/2024	\$ 31.06	\$ 64,604.80
116	116 - DAS - Information Mgt Svcs Div - 1181 Land Info Office	1181 Land Information Office	Lead GIS Analyst	\$ 37.56	\$ 78,124.80	NR26	1/21/2024	\$ 40.44	\$ 84,115.20
116	116 - DAS - Information Mgt Svcs Div - 1174 Telecommunications	1174 Telecommunications	Network Engineer	\$ 30.09	\$ 62,587.20	NR26	1/21/2024	\$ 32.92	\$ 68,473.60
116	116 - DAS - Information Mgt Svcs Div - 1174 Telecommunications	1174 Telecommunications	Network Engineer	\$ 29.17	\$ 60,673.60	NR26	1/21/2024	\$ 32.92	\$ 68,473.60
116	116 - DAS - Information Mgt Svcs Div - 1173 Network Support	1173 Network Support	Systems Engineer	\$ 47.88	\$ 99,590.40	NR27	1/21/2024	\$ 48.85	\$ 101,608.00
116	116 - DAS - Information Mgt Svcs Div - 1176 Personal Computer	1176 Personal Computer	Lead Service Operations Analyst	\$ 36.67	\$ 76,273.60	NR28	1/21/2024	\$ 39.39	\$ 81,931.20
116	116 - DAS - Information Mgt Svcs Div - 1181 Land Info Office	1181 Land Information Office	Supervisor Application Architect	\$ 43.66	\$ 90,812.80	NR28	1/21/2024	\$ 48.50	\$ 100,880.00

Compensation Study Updates

September 2024

Agency	Location Name	Department Name	Job Name	Former Base Rate	Former Base Salary	Pay Grade	Job Date	New Base Rate	New Base Salary
116	116 - DAS - Information Mgt Svcs Div - 1176 Personal Computer	1176 Personal Computer	Lead Service Operations Analyst	\$ 36.67	\$ 76,273.60	NR28	1/21/2024	\$ 39.39	\$ 81,931.20
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Application Developer	\$ 36.30	\$ 75,504.00	NR28	1/21/2024	\$ 41.66	\$ 86,652.80
116	116 - DAS - Information Mgt Svcs Div - 1176 Personal Computer	1176 Personal Computer	Lead Service Operations Analyst	\$ 35.32	\$ 73,465.60	NR28	1/21/2024	\$ 36.99	\$ 76,939.20
116	116 - DAS - Information Mgt Svcs Div - 1176 Personal Computer	1176 Personal Computer	Lead Service Operations Analyst	\$ 39.96	\$ 83,116.80	NR28	1/21/2024	\$ 42.36	\$ 88,108.80
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Senior Applications Analyst	\$ 41.36	\$ 86,028.80	NR29	1/21/2024	\$ 43.76	\$ 91,020.80
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Senior Applications Analyst	\$ 47.88	\$ 101,608.00	NR29	1/21/2024	\$ 50.76	\$ 105,580.80
116	116 - DAS - Information Mgt Svcs Div - 1188 Public Safety Appl	1188 Public Safety Applications	Senior Applications Analyst	\$ 38.81	\$ 80,724.80	NR29	1/21/2024	\$ 41.17	\$ 85,633.60
116	116 - DAS - Information Mgt Svcs Div - 1178 Applications	1178 Applications	IT Security Engineer	\$ 47.64	\$ 99,091.20	NR29	1/21/2024	\$ 50.52	\$ 105,081.60
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Senior Applications Analyst	\$ 34.99	\$ 72,779.20	NR29	1/21/2024	\$ 38.81	\$ 80,724.80
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Senior Application Developer	\$ 47.04	\$ 97,843.20	NR31	1/21/2024	\$ 48.46	\$ 100,796.80
116	116 - DAS - Information Mgt Svcs Div - 1190 Enterprise Data Serv	1190 Enterprise Data Services	Manager Applications	\$ 51.93	\$ 108,014.40	NR35E	1/21/2024	\$ 58.50	\$ 121,686.00
116	116 - DAS - Information Mgt Svcs Div - 1189 Healthcare Appl	1189 Healthcare Applications	Manager Applications	\$ 52.89	\$ 110,011.20	NR35E	1/21/2024	\$ 55.63	\$ 115,710.40
116	116 - DAS - Information Mgt Svcs Div - 1188 Public Safety Appl	1188 Public Safety Applications	Manager Applications	\$ 50.94	\$ 105,955.20	NR35E	1/21/2024	\$ 58.02	\$ 120,686.00
116	116 - DAS - Information Mgt Svcs Div - 1187 Enterprise Appl	1187 Enterprise Applications	Senior Manager Applications	\$ 60.90	\$ 126,672.00	NR36E	1/21/2024	\$ 63.79	\$ 132,672.00
200	200 - Combined Court Related Oper - 2856 Court Improvement Grant	2856 Court Improvement Grants	Service Operations Technician	\$ 27.13	\$ 56,430.40	NR21	1/21/2024	\$ 30.01	\$ 62,420.80
200	200 - Combined Court Related Oper - 2811 Administration	2811 Administration	Manager Information Technology	\$ 49.41	\$ 102,772.80	NR32	1/21/2024	\$ 52.29	\$ 108,763.20
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Specialist Payroll	\$ 24.45	\$ 50,856.00	NR20	1/21/2024	\$ 26.17	\$ 54,433.60
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Specialist Payroll	\$ 23.34	\$ 48,547.20	NR20	1/21/2024	\$ 25.03	\$ 52,062.40
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Specialist Payroll	\$ 24.94	\$ 51,875.20	NR20	1/21/2024	\$ 26.17	\$ 54,433.60
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Payroll Team Lead	\$ 26.99	\$ 56,139.20	NR21	1/21/2024	\$ 28.91	\$ 60,132.80
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Payroll Team Lead	\$ 28.81	\$ 59,924.80	NR21	1/21/2024	\$ 31.21	\$ 64,916.80
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Supervisor Payroll	\$ 34.68	\$ 72,134.40	NR26	1/21/2024	\$ 35.32	\$ 73,465.60
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Business Solutions Analyst	\$ 36.42	\$ 75,753.60	NR27	1/21/2024	\$ 38.82	\$ 80,745.60
370	370 - Office Of Comptroller - 3751 Administration	3751 Administration	Business Solutions Analyst	\$ 34.99	\$ 72,779.20	NR27	1/21/2024	\$ 38.81	\$ 80,724.80
370	370 - Office Of Comptroller - 3757 Central Payroll	3757 Central Payroll	Director Payroll and HRIS Interface	\$ 55.48	\$ 115,398.40	NR34E	1/21/2024	\$ 57.88	\$ 120,398.00
450	450 - District Attorney - 4501 District Atty - General	4501 District Atty - General	Network Specialist	\$ 30.68	\$ 63,814.40	NR21	1/21/2024	\$ 31.24	\$ 64,979.20
450	450 - District Attorney - 4501 District Atty - General	4501 District Atty - General	IT Manager DA	\$ 45.67	\$ 94,933.60	NR30	1/21/2024	\$ 45.87	\$ 95,409.60
480	480 - Emergency Management - 4844 Para-Medical Center	4844 Para-Medical Center	Data Systems Coordinator	\$ 33.30	\$ 69,264.00	NR26	1/21/2024	\$ 36.18	\$ 75,254.40

Compensation Study Updates

September 2024

Agency	Location Name	Department Name	Job Name	Former Base Rate	Former Base Salary	Pay Grade	Job Date	New Base Rate	New Base Salary
480	480 - Emergency Management - 4802 Emergency Management	4802 Emergency Management	Lead GIS Analyst	\$ 34.99	\$ 72,779.20	NR26	1/21/2024	\$ 37.04	\$ 77,043.20
490	490 - Medical Examiner - 4900 Medical Examiner	4900 Medical Examiner	Medicolegal Death Investigator	\$ 29.07	\$ 60,465.60	NR21	1/21/2024	\$ 32.92	\$ 68,473.60
490	490 - Medical Examiner - 4900 Medical Examiner	4900 Medical Examiner	Medicolegal Death Investigator	\$ 30.81	\$ 64,084.80	NR21	1/21/2024	\$ 36.72	\$ 76,377.60
490	490 - Medical Examiner - 4900 Medical Examiner	4900 Medical Examiner	Medicolegal Death Investigator	\$ 30.81	\$ 64,084.80	NR21	1/21/2024	\$ 36.72	\$ 76,377.60
490	490 - Medical Examiner - 4900 Medical Examiner	4900 Medical Examiner	Medicolegal Death Investigator	\$ 30.81	\$ 64,084.80	NR21	1/21/2024	\$ 36.72	\$ 76,377.60
490	490 - Medical Examiner - 4900 Medical Examiner	4900 Medical Examiner	Medicolegal Death Investigator	\$ 30.86	\$ 64,188.80	NR26	1/21/2024	\$ 33.74	\$ 70,179.20
504	504 - Airport, Gmia, Timmerman - 5043 Airport IT	5043 Airport IT	Network Specialist	\$ 28.20	\$ 58,656.00	NR21	1/21/2024	\$ 28.40	\$ 59,072.00
510	510 - Highway Maintenance - 5190 Administrative Hwy Div	5190 Administrative Hwy Div	Supervisor GIS	\$ 37.75	\$ 78,520.00	NR29	1/21/2024	\$ 42.09	\$ 87,547.20
800	800 - Dept Health And Human Svcs - 8911 Delinquency Serv Admin	8911 Delinquency Serv Admin	Data Specialist	\$ 32.13	\$ 66,830.40	NR25	1/21/2024	\$ 35.01	\$ 72,820.80

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
114	114 - Human Resources	Info Systems Retirement Engineer	NR26	1/21/2024	\$32.92	\$68,474.36
114	1149 ERS	Analyst Retirement	NR19	1/21/2024	\$25.42	\$52,873.60
114	1149 ERS	Analyst Retirement	NR19	1/21/2024	\$25.42	\$52,873.60
114	1149 ERS	Director Retire Plan Services	NR34E	1/21/2024	\$68.59	\$142,667.20
114	1149 ERS	Senior Financial Retirement Analyst	NR26	1/21/2024	\$38.84	\$80,787.20
114	1149 ERS	Retirement Info System Development	NR26	1/21/2024	\$33.50	\$69,680.00
115	115 - Dept Admin Svcs Fiscal Affairs	Applications Analyst	NR25	1/21/2024	\$31.06	\$64,598.45
115	115 - Dept Admin Svcs Fiscal Affairs	GIS Analyst	NR22	1/21/2024	\$26.08	\$54,238.11
115	1154 Standards & Specification	Business Solutions Analyst	NR27	1/21/2024	\$38.39	\$79,851.20
116	116 - DAS - Information Mgt Svcs Div	Data Engineer	NR27	1/21/2024	\$34.90	\$72,582.82
116	116 - DAS - Information Mgt Svcs Div	Director of Project Management Office	NR37E	1/21/2024	\$52.47	\$109,137.73
116	116 - DAS - Information Mgt Svcs Div	GIS Analyst	NR22	1/21/2024	\$26.08	\$54,238.11
116	1162 Project Managment Office	IT Project Manager	NR30	1/21/2024	\$51.67	\$107,473.60
116	1162 Project Managment Office	IT Project Manager	NR30	1/21/2024	\$50.04	\$104,083.20
116	1162 Project Managment Office	IT Project Manager	NR30	1/21/2024	\$50.00	\$104,000.00
116	1162 Project Managment Office	IT Project Manager	NR30	1/21/2024	\$47.54	\$98,883.20
116	1163 DAS Data Processing	Sr IT Business Relationship Manager	NR35E	1/21/2024	\$59.74	\$124,270.68
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$47.88	\$99,590.40
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$40.87	\$85,009.60
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$41.00	\$85,280.00
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$38.81	\$80,724.80
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$45.62	\$94,889.60

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$41.36	\$86,028.80
116	1163 Data Processing	Business Development Analyst	NR27	1/21/2024	\$39.96	\$83,116.80
116	1163 Data Processing	Director of Governance	NR37E	1/21/2024	\$71.64	\$149,011.20
116	1163 Data Processing	Business Development Manager	NR32E	1/21/2024	\$52.89	\$110,011.20
116	1163 Data Processing	IT Financial Analyst	NR25	1/21/2024	\$41.96	\$87,276.80
116	1173 Network Support	Systems Engineer	NR27	1/21/2024	\$47.88	\$99,590.40
116	1173 Network Support	Systems Engineer	NR27	1/21/2024	\$47.88	\$99,590.40
116	1173 Network Support	Director Infrastructure and Operations	NR38E	1/21/2024	\$71.64	\$149,011.20
116	1173 Network Support	Manager Datacenter	NR32	1/21/2024	\$55.26	\$114,940.80
116	1173 Network Support	System Security Engineer	NR28	1/21/2024	\$45.84	\$95,347.20
116	1173 Network Support	System Security Engineer	NR28	1/21/2024	\$44.00	\$91,520.00
116	1174 Telecommunications	Voip Administrator	NR27	1/21/2024	\$47.64	\$99,091.20
116	1174 Telecommunications	Voip Administrator	NR27	1/21/2024	\$43.66	\$90,812.80
116	1174 Telecommunications	Network Engineer	NR26	1/21/2024	\$32.92	\$68,473.60
116	1174 Telecommunications	Network Manager	NR32E	1/21/2024	\$53.11	\$110,468.80
116	1174 Telecommunications	Network Security Engineer	NR29	1/21/2024	\$55.90	\$116,280.32
116	1176 Personal Computer	Manager Service Operations	NR32E	1/21/2024	\$50.97	\$106,017.60
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$29.50	\$61,360.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$31.79	\$66,123.20
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$28.45	\$59,176.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$28.00	\$58,240.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$28.00	\$58,240.00

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$30.25	\$62,920.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$30.00	\$62,400.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$30.21	\$62,836.80
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$30.25	\$62,920.00
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$28.14	\$58,531.20
116	1176 Personal Computer	Service Operations Technician	NR21	1/21/2024	\$30.00	\$62,400.00
116	1178 Applications	IT Security Analyst	NR24	1/21/2024	\$41.66	\$86,652.80
116	1178 Applications	IT Security Analyst	NR24	1/21/2024	\$43.66	\$90,812.80
116	1178 Applications	Manager IT Security	NR34E	1/21/2024	\$70.67	\$146,993.60
116	1181 DAS Land Info Office	Sr. IT Business Relationship Manager	NR36E	1/21/2024	\$59.74	\$124,271.00
116	1181 Land Information Office	GIS Analyst	NR22	1/21/2024	\$33.60	\$69,888.00
116	1181 Land Information Office	Supervisor Application Architect	NR28	1/21/2024	\$48.50	\$100,880.00
116	1187 Enterprise Applications	Application Developer	NR28	1/21/2024	\$44.00	\$91,520.00
116	1187 Enterprise Applications	Application Developer	NR28	1/21/2024	\$41.66	\$86,652.80
116	1187 Enterprise Applications	Applications Analyst	NR25	1/21/2024	\$36.30	\$75,504.00
116	1187 Enterprise Applications	Senior Applications Analyst	NR29	1/21/2024	\$44.25	\$92,040.00
116	1187 Enterprise Applications	Senior Applications Analyst	NR29	1/21/2024	\$43.02	\$89,481.60
116	1187 Enterprise Applications	Senior Applications Analyst	NR29	1/21/2024	\$45.16	\$93,932.80
116	1187 Enterprise Applications	Supervisor Application Architect	NR28	1/21/2024	\$48.75	\$101,400.00
116	1187 Enterprise Applications	Supervisor Application Architect	NR28	1/21/2024	\$47.05	\$97,864.00
116	1187 Enterprise Applications	Supervisor Application Architect	NR28	1/21/2024	\$51.15	\$106,392.00
116	1187 IMSD Enterprise Appl	Director Applications	NR38E	1/21/2024	\$71.11	\$147,908.80

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
116	1188 Public Safety Applications	Applications Analyst	NR25	1/21/2024	\$33.55	\$69,784.00
116	1188 Public Safety Applications	Senior Applications Analyst	NR29	1/21/2024	\$41.17	\$85,633.60
116	1188 Public Safety Applications	Senior Applications Analyst	NR29	1/21/2024	\$46.06	\$95,804.80
116	1189 Healthcare Applications	Application Developer	NR28	1/21/2024	\$45.55	\$94,744.00
116	1189 Healthcare Applications	Applications Analyst	NR25	1/21/2024	\$32.61	\$67,828.80
116	1189 Healthcare Applications	Business Intelligence Analyst	NR27	1/21/2024	\$43.66	\$90,812.80
116	1190 DAS Enterprise Data Serv	Data Engineer III	NR31	1/21/2024	\$49.50	\$103,001.60
116	1190 Enterprise Data Services	Business Intelligence Analyst	NR27	1/21/2024	\$46.60	\$96,928.00
116	1190 Enterprise Data Services	Business Intelligence Analyst	NR27	1/21/2024	\$44.88	\$93,350.40
116	1190 Enterprise Data Services	Business Development Analyst	NR27	1/21/2024	\$43.27	\$90,001.60
116	1190 Enterprise Data Services	Database Administrator	NR31	1/21/2024	\$51.39	\$106,891.20
116	1190 Enterprise Data Services	Data Architect	NR32	1/21/2024	\$57.37	\$119,329.60
116	1190 Enterprise Data Services	Data Delivery Manager	NR30	1/21/2024	\$45.67	\$94,993.60
116	1190 Enterprise Data Services	Senior Business Intelligence Analyst	NR29	1/21/2024	\$48.56	\$101,004.80
200	200 - Combined Court Related Oper	IT Analyst	NR24	1/21/2024	\$29.30	\$60,941.94
340	3450 Register of Deeds Vital Statistics	Vital Records Lead	NR17	1/21/2024	\$26.62	\$55,369.60
340	3450 Register of Deeds Vital Statistics	Vital Records Lead	NR17	1/21/2024	\$23.52	\$48,921.60
370	370 - Office Of Comptroller	Business Solutions Analyst	NR27	1/21/2024	\$34.90	\$72,582.82
370	3751 Administration	Business Solutions Analyst	NR27	1/21/2024	\$36.42	\$75,753.60
370	3757 Central Payroll	Specialist Payroll	NR20	1/21/2024	\$23.34	\$48,547.20
450	4501 District Atty - General	Database Assistant	NR21	1/21/2024	\$33.60	\$69,888.00
450	4501 District Atty - General	IT Manager DA	NR30	1/21/2024	\$45.87	\$95,409.60

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
450	4501 District Atty - General	Network Specialist	NR21	1/21/2024	\$30.68	\$63,814.40
450	4501 District Atty - General	Network Specialist	NR21	1/21/2024	\$30.68	\$63,814.40
480	480 - Emergency Management	Director Radio Services	NR34	1/21/2024	\$52.47	\$109,137.73
480	480 - Emergency Management	GIS Analyst	NR22	1/21/2024	\$26.08	\$54,238.11
480	4804 Emergency Management Radio	Coordinator Radio Services	NR21	1/21/2024	\$29.58	\$61,526.40
480	4804 Radio	Radio Services Specialist	NR23	1/21/2024	\$35.12	\$73,049.60
480	4804 Radio	Radio Services Specialist	NR23	1/21/2024	\$31.57	\$65,665.60
480	4815 Opioid OEM	Harm Reduction Data Analytics Coordinator	NR26	1/21/2024	\$36.06	\$75,004.80
480	4844 Para-Medical Center	Data Coordinator	NR26	1/21/2024	\$39.02	\$81,161.60
480	4844 Para-Medical Center	Data Analytics and Strategy Manager	NR32	1/21/2024	\$46.70	\$97,136.00
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$33.74	\$70,179.20
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$33.74	\$70,179.20
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$36.72	\$76,377.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$36.72	\$76,377.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$33.74	\$70,179.20
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$30.86	\$64,188.80
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$36.72	\$76,377.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$36.72	\$76,377.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$36.72	\$76,377.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	32.25	\$67,080.00
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$32.92	\$68,473.60
490	4900 Medical Examiner	Medicolegal Death Investigator	NR26	1/21/2024	\$33.74	\$70,179.20

Compensation Study Updates*

September 2024

Co. ID	Depart.	Job Name	Pay Grade Name	Job Date	Base Rate	Annual 2080 Base Salary
504	504 - Airport, GMIA, Timmerman	Director of Project Management Office	NR37E	1/21/2024	\$52.47	\$109,137.73
504	504 - Airport, GMIA, Timmerman	Network Manager	NR32E	1/21/2024	\$46.70	\$97,132.19
504	5041 GMIA- Administration	Business Intelligence and Performance Manager	NR32	1/21/2024	\$49.53	\$103,022.40
504	5043 Airport IT	Database Administrator	NR31	1/21/2024	\$52.00	\$108,160.00
504	5043 Airport IT	GIS Specialist	NR22	1/21/2024	\$33.60	\$69,888.00
504	5043 Airport IT	Manager Information Technology	NR32	1/21/2024	\$53.95	\$112,216.00
504	5043 Airport IT	Network Specialist	NR21	1/21/2024	\$28.40	\$59,072.00
504	5043 Airport IT	Senior Network Specialist	NR25	1/21/2024	\$45.16	\$93,932.80
504	5043 Airport IT	Senior Network Specialist	NR25	1/21/2024	\$39.96	\$83,116.80
504	5043 Airport IT	Senior Network Specialist	NR25	1/21/2024	\$45.16	\$93,932.80
504	5043 Airport IT	Manager GIS	NR31	1/21/2024	\$47.64	\$99,091.20
510	510 - Highway Maintenance	GIS Analyst	NR22	1/21/2024	\$26.08	\$54,238.11
510	510 - Highway Maintenance	GIS Technician Hourly	NR19	1/21/2024	\$21.89	\$45,539.36
800	8110 Director's Office	Business Intelligence Analyst	NR27	1/21/2024	\$40.00	\$83,200.00

*Salary Pay Grade change only.

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Sep-24									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	Human Service Worker Nm	16Z4	\$22.57	\$30.99	\$27.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
2	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$25.25	6/24/2024	Training and experience exceed the minimum qualifications for this position.
3	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$27.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
4	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$25.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
5	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$26.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Courts	Analyst IT	24D	\$31.79	\$40.20	\$35.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
7	New Hire	Corp Counsel	Assistant Corp Counsel	34Z	\$26.18	\$63.68	\$34.25	6/24/2024	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Corp Counsel	Assistant Corp Counsel	34Z	\$26.18	\$63.68	\$39.18	6/24/2024	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DAS	Application Developer II	35M	\$41.66	\$49.65	\$44.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
10	New Hire	Airport	Administrator Database	38M	\$47.41	\$57.37	\$52.00	6/24/2024	Training and experience exceed the minimum qualifications for this position.
11	New Hire	DHHS	Director Disability Services	901E	\$73,403.20	\$107,432.00	\$48.79	6/24/2024	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Treasurer	Assistant Accounting Treasury	NR15	\$17.34	\$26.01	\$22.25	6/24/2024	Training and experience exceed the minimum qualifications for this position.
13	New Hire	D.A.	Paralegal - Exempt Nm	NR20	\$23.21	\$34.82	\$32.03	6/24/2024	Training and experience exceed the minimum qualifications for this position.
14	New Hire	DAS	Purchasing Analyst UF	24M	\$27.12	\$31.57	\$30.00	7/8/2024	Training and experience exceed the minimum qualifications for this position.
15	New Hire	DAS	Sr. Engineer Construction	34A	\$45.89	\$54.57	\$52.94	7/8/2024	Training and experience exceed the minimum qualifications for this position.
16	New Hire	DAS	Director Operations U	902E	\$93,017.60	\$137,779.50	\$65.25	7/8/2024	Training and experience exceed the minimum qualifications for this position.
17	New Hire	DHHS	Office Support Assistant II Nm	NR12	\$14.57	\$21.84	\$16.75	7/8/2024	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.37	\$24.55	\$19.84	7/8/2024	Training and experience exceed the minimum qualifications for this position.
19	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.37	\$24.55	\$19.84	7/8/2024	Training and experience exceed the minimum qualifications for this position.
20	New Hire	Treasurer	Assistant Accounting Treasury	NR15	\$17.34	\$26.01	\$22.25	7/8/2024	Training and experience exceed the minimum qualifications for this position.
21	New Hire	Sheriff	Assistant Office Supervisor	NR21	\$24.61	\$36.91	\$26.27	7/8/2024	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Sep-24

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
22	New Hire	DHHS	Human Service Worker Nm	16Z4	\$22.57	\$30.99	\$26.50	7/22/2024	Training and experience exceed the minimum qualifications for this position.
23	New Hire	D.A.	Victim Witness Advocate	23M	\$26.46	\$30.38	\$27.34	7/22/2024	Training and experience exceed the minimum qualifications for this position.
24	New Hire	Airport	Airport Public Safety & Security Coordinator II	25	\$28.70	\$33.60	\$31.25	7/22/2024	Training and experience exceed the minimum qualifications for this position.
25	New Hire	DHHS	Unit Therapist	27	\$30.81	\$36.76	\$31.80	7/22/2024	Training and experience exceed the minimum qualifications for this position.
26	New Hire	DAS	Manager Contracts	901E	\$73,403.20	\$107,432.00	\$42.07	7/22/2024	Training and experience exceed the minimum qualifications for this position.
27	New Hire	D.A.	Clerical Assistant	NR13	\$15.44	\$23.16	\$19.08	7/22/2024	Training and experience exceed the minimum qualifications for this position.
28	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.37	\$24.55	\$19.84	7/22/2024	Training and experience exceed the minimum qualifications for this position.
29	New Hire	Sheriff	Administrative Assistant	NR17	\$19.49	\$29.24	\$25.25	7/22/2024	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
September 2024**

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

**Dual Employments
Personnel Committee Meeting
September 2024**

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
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Currently, there are no "Dual Appointments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
September 2024**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
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Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
September 2024**

Requestor	Dept	Last/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
September**

<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>
Airport	Brost	Patrick	Asst Airport Pub Safe/Sec Mgr	30m	35m	Airport Pub Safe/Sec Mgr	6/17/2024		9/15/2024	vacant
Zoo	Carpenter	Bridget	Zookeeper	15	22m	Asst. Curator Family Farm	6/29/2024		9/29/2024	Lisa Guglielmi
Airport	Chronister	Matthew	HVAC Mechanic I	20	21	HVAC Mechanic II	7/8/2024		10/6/2024	Shawn McDonell
OCC	Davidson	William	Assistant Corpoation Counsel	34z	37am	Deputy Corp Counsel	6/3/2024		9/1/2024	Scott Brown
Zoo	Graves	Kimberly	Communications Coordinator	22	30m	Public Relations Manager	1/29/2024	4/30/2024	7/30/2024	Jennifer Diliberti-Shea
DAS	Helle	Grant	Energy Program Manager	34m	901e	Director Sustainability	5/20/2024		8/17/2024	Gordie Bennet
CRC	Hill	Kunesha	Corrctional Officer Sgt.	22c	23cmc	Correctional Officer Lt.	6/9/2024		9/7/2024	Andrew Hintz
OEM	Hughes	Shane	Instructor EMS	27n	35m	Clinical Education Quality Assurance Manager	6/23/2024		9/20/2024	Jeff Matcha
Sheriff	Koth	Philip	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	5/26/2024		8/23/2024	vacant
Parks	Kraus	Ashley	Park Maintenance Worker	17z1	20	Park Maintenance Worker IC	6/24/2024		8/26/2024	Jonathan Kaiser
Parks	Liss	Amber	Horticultural Supervisor	24m	914e	Botanical Gardens Director	3/6/2024	6/6/2024	8/31/2024	Shirley Walczak
DAS	Mathews	Daniel	Manager Datacenter	nr32	nr34	Manager IT Security	7/27/2024		10/27/2024	Ann Seltzer
CRC	Olawunmi	Olatunji	Correctional Officer I Nm	14z1	22c	Correctional Officer Seargent	6/9/2024		9/7/2024	Kunesha Hill
DHR	Petropoulos	Elizabeth	Human Resource Analyst II - Employy Benefits	22m	914e	Program Manager Leave Administration and ADA Compliance	5/30/2024	6/19/2024	10/3/2024	Susan Chase
Zoo	Salentine	Emily	Marketing and Events Manager	32m	917e	Director Marketing and Communications	3/2/2024		6/2/2024	Laura Touhey
Sheriff	Worzalla	Robert	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	7/21/2024		10/18/2024	Kimberly Alexander