

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : December 29, 2017

To : Committee on Personnel

FROM : Kerry Mitchell, Chief Human Resources Officer *Km*

SUBJECT : **Informational Report for January 2018
Personnel Committee Meeting**

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

The reports are:

- Reclassifications
- Advancements within the pay range
- 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 December 19, 2017)

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 January 19, 2018 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Personnel Committee Meeting
Compensation Report
January 2018**

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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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	Percentage
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
1130/1131	Corp Counsel	Equity	Asst Corp Counsel 00059249000004	N/A	1	34Z	01 \$ 48,784.11 02 \$ 54,148.02 03 \$ 59,691.22 04 \$ 63,844.98 05 \$ 68,287.65 06 \$ 73,039.82 07 \$ 77,051.31 08 \$ 83,559.84 09 \$ 89,373.86 10 \$ 93,718.56 11 \$ 99,694.61 12 \$ 105,676.27 13 \$ 112,016.53 14 \$ 118,738.05	34Z	01 \$ 48,784.11 02 \$ 54,148.02 03 \$ 59,691.22 04 \$ 63,844.98 05 \$ 68,287.65 06 \$ 73,039.82 07 \$ 77,051.31 08 \$ 83,559.84 09 \$ 89,373.86 10 \$ 93,718.56 11 \$ 99,694.61 12 \$ 105,676.27 13 \$ 112,016.53 14 \$ 118,738.05	Classified	Equity disparities among Assistant Corporation Counsel Employees. Employee moved due to time at the County and contributions made to the department.	12/17/2017	8.45%
1130/1131	Corp Counsel	Equity	Asst Corp Counsel 00059249000008	N/A	1	34Z	01 \$ 48,784.11 02 \$ 54,148.02 03 \$ 59,691.22 04 \$ 63,844.98 05 \$ 68,287.65 06 \$ 73,039.82 07 \$ 77,051.31 08 \$ 83,559.84 09 \$ 89,373.86 10 \$ 93,718.56 11 \$ 99,694.61 12 \$ 105,676.27 13 \$ 112,016.53 14 \$ 118,738.05	34Z	01 \$ 48,784.11 02 \$ 54,148.02 03 \$ 59,691.22 04 \$ 63,844.98 05 \$ 68,287.65 06 \$ 73,039.82 07 \$ 77,051.31 08 \$ 83,559.84 09 \$ 89,373.86 10 \$ 93,718.56 11 \$ 99,694.61 12 \$ 105,676.27 13 \$ 112,016.53 14 \$ 118,738.05	Classified	Equity disparities among Assistant Corporation Counsel Employees. Employee moved due to time at the County and contributions made to the department.	12/17/2017	14.40%
3090/3090	Treasurer	Equity	Accounting Manager 00004219	N/A	1	34M	01 \$ 73,105.20 02 \$ 78,127.71 03 \$ 79,794.83 04 \$ 83,463.23 05 \$ 87,072.42	36M	01 \$ 79,794.83 02 \$ 83,463.23 03 \$ 87,072.42 04 \$ 90,742.73 05 \$ 94,414.09	Classified	Employee manages entire County's banking system and assumes responsibilities of the Treasurer in his/her absence. Two other similar positions were paid higher and had less high level responsibilities.	10/22/2017	8.43%
3270/3270	Clerk	Performance	Committee Coordinator 21007006	N/A	1	23M	01 \$ 48,364.07 02 \$ 49,938.87 03 \$ 51,582.00 04 \$ 53,536.19 05 \$ 55,491.43	23M	01 \$ 48,364.07 02 \$ 49,938.87 03 \$ 51,582.00 04 \$ 53,536.19 05 \$ 55,491.43	Classified	Concern over losing operationally critical employee. Has had exceptional performance and has taken on some additional responsibilities.	11/05/2017	6.65%
3270/3270	Clerk	Performance	Committee Coordinator 21007006	N/A	1	23M	01 \$ 48,364.07 02 \$ 49,938.87 03 \$ 51,582.00 04 \$ 53,536.19 05 \$ 55,491.43	23M	01 \$ 48,364.07 02 \$ 49,938.87 03 \$ 51,582.00 04 \$ 53,536.19 05 \$ 55,491.43	Classified	Concern over losing operationally critical employee. Has had exceptional performance and has taken on some additional responsibilities.	11/05/2017	3.26%
5040/5051	Airport	Reclassification	Heating and Vent Mechanic 1 00096900	N/A	2	15	01 \$ 38,117.22 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91	20	01 \$ 43,875.59 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73	Classified	Significant increase in responsibilities. Now includes the Power Plant Operations.	11/05/2017	6.88%
5040/5051	Airport	Reclassification	Heating and Vent Mechanic 1 00096900	N/A	3	15	01 \$ 38,117.22 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91	20	01 \$ 43,875.59 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73	Classified	Significant increase in responsibilities. Now includes the Power Plant Operations.	11/05/2017	15.11%
5040/5051	Airport	Reclassification	Heating and Vent Mechanic 1 00096900	N/A	1	15	01 \$ 38,117.22 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91	20	01 \$ 43,875.59 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73	Classified	Significant increase in responsibilities. Now includes the Power Plant Operations.	11/05/2017	11.94%
5040/5051	Airport	Reclassification	Heating and Vent Mechanic 2 00096901	N/A	1	16	01 \$ 39,196.37 02 \$ 40,237.75 03 \$ 41,468.83 04 \$ 42,640.91 05 \$ 43,875.59	21	01 \$ 45,574.53 02 \$ 47,392.49 03 \$ 49,326.73 04 \$ 50,932.73 05 \$ 52,608.53	Classified	Significant increase in responsibilities. Now includes the Power Plant Operations.	11/05/2017	8.02%
5040/5061	Airport	Reclassification	Assistant Airport Operations Manager 00010870	N/A	2	28M	01 \$ 57,679.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	30M	01 \$ 61,210.55 02 \$ 63,932.83 03 \$ 67,012.64 04 \$ 70,027.94 05 \$ 73,105.20	Classified	Significant increase in responsibilities. Now includes both airside and landside operations.	11/19/2017	4.50%

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(Reclassifications, Advancements Within The Pay Range and Reallocations)
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HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	Percentage
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
5040/5061	Airport	Reclassification	Airport Control Center Operators 00020231	Airport Ops Coordinators 00020230	7	15	01 \$ 38,117.22 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91	22	01 \$ 47,302.49 02 \$ 49,326.73 03 \$ 50,932.73 04 \$ 52,608.53 05 \$ 54,601.33	Classified	Significant increase in responsibilities. Now includes both airside and landside operations.	11/05/2017	24.33%
5040/5061	Airport	Reclassification	Airport Control Center Operators 00020231	Airport Ops Coordinators 00020230	7	15	01 \$ 38,117.22 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91	22	01 \$ 47,302.49 02 \$ 49,326.73 03 \$ 50,932.73 04 \$ 52,608.53 05 \$ 54,601.33	Classified	Significant increase in responsibilities. Now includes both airside and landside operations.	11/05/2017	14.28%
5040/5065	Airport	Reclassification	Airport Ops Coordinators 00010899	N/A	1	20	01 \$ 43,875.59 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73	22	01 \$ 47,392.49 02 \$ 49,326.73 03 \$ 50,932.73 04 \$ 52,608.53 05 \$ 54,601.33	Classified	Significant increase in responsibilities. Now includes both airside and landside operations.	11/05/2017	12.42%
5040/5065	Airport	Reclassification	Airport Ops Coordinators 00010899	N/A	4	20	01 \$ 43,875.59 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73	22	01 \$ 47,392.49 02 \$ 49,326.73 03 \$ 50,932.73 04 \$ 52,608.53 05 \$ 54,601.33	Classified	Significant increase in responsibilities. Now includes both airside and landside operations.	11/05/2017	8.23%
8000/8110	DHHS	Performance	Sr. Assistant Executive 00000701000009	N/A	1	28M	01 \$ 57,679.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	28m	01 \$ 57,679.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/19/2017	4.75%
8000/8321	DHHS	Performance	Juvenile Corr Officer 00058621000034	N/A	1	14Z1	01 \$ 38,160.82 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91 06 \$ 43,835.28	14Z1	01 \$ 38,160.82 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91 06 \$ 43,835.28	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/20/2017	3.06%
8000/8324	DHHS	Performance	Human Service Worker 00056302000015	N/A	1	16Z4	01 \$ 41,213.07 02 \$ 41,468.83 03 \$ 42,640.91 04 \$ 43,875.59 05 \$ 45,574.53 06 \$ 47,392.49 07 \$ 49,326.73 08 \$ 50,932.73 09 \$ 52,608.53 10 \$ 54,601.33 11 \$ 55,623.62 12 \$ 56,612.81	16Z4	01 \$ 41,213.07 02 \$ 41,468.83 03 \$ 42,640.91 04 \$ 43,875.59 05 \$ 45,574.53 06 \$ 47,392.49 07 \$ 49,326.73 08 \$ 50,932.73 09 \$ 52,608.53 10 \$ 54,601.33 11 \$ 55,623.62 12 \$ 56,612.81	Classified	Concern over losing operationally critical employee. Has had exception performance	11/06/2017	3.98%
8000/8361	DHHS	Performance	Human Service Worker 00056302000003	N/A	1	16Z4	01 \$ 41,213.07 02 \$ 41,468.83 03 \$ 42,640.91 04 \$ 43,875.59 05 \$ 45,574.53 06 \$ 47,392.49 07 \$ 49,326.73 08 \$ 50,932.73 09 \$ 52,608.53 10 \$ 54,601.33 11 \$ 55,623.62 12 \$ 56,612.81	16Z4	01 \$ 41,213.07 02 \$ 41,468.83 03 \$ 42,640.91 04 \$ 43,875.59 05 \$ 45,574.53 06 \$ 47,392.49 07 \$ 49,326.73 08 \$ 50,932.73 09 \$ 52,608.53 10 \$ 54,601.33 11 \$ 55,623.62 12 \$ 56,612.81	Classified	Concern over losing operationally critical employee. Has had exception performance	11/06/2017	0.62%

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
8000/8361	DHHS	Performance	Human Service Worker 00056302000007	N/A	1	16Z4	01 \$ 41,213.07	16Z4	01 \$ 41,213.07	Classified	Concern over losing operationally critical employee. Has had exception performance	11/06/2017	2.82%
							02 \$ 41,468.83		02 \$ 41,468.83				
							03 \$ 42,640.91		03 \$ 42,640.91				
							04 \$ 43,875.59		04 \$ 43,875.59				
							05 \$ 45,574.53		05 \$ 45,574.53				
							06 \$ 47,392.49		06 \$ 47,392.49				
							07 \$ 49,326.73		07 \$ 49,326.73				
							08 \$ 50,932.73		08 \$ 50,932.73				
							09 \$ 52,608.53		09 \$ 52,608.53				
							10 \$ 54,601.33		10 \$ 54,601.33				
							11 \$ 55,623.62		11 \$ 55,623.62				
							12 \$ 56,612.81		12 \$ 56,612.81				
8000/8361	DHHS	Performance	Human Service Worker 00056302000001	N/A	1	16Z4	01 \$ 41,213.07	16Z4	01 \$ 41,213.07	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	0.62%
							02 \$ 41,468.83		02 \$ 41,468.83				
							03 \$ 42,640.91		03 \$ 42,640.91				
							04 \$ 43,875.59		04 \$ 43,875.59				
							05 \$ 45,574.53		05 \$ 45,574.53				
							06 \$ 47,392.49		06 \$ 47,392.49				
							07 \$ 49,326.73		07 \$ 49,326.73				
							08 \$ 50,932.73		08 \$ 50,932.73				
							09 \$ 52,608.53		09 \$ 52,608.53				
							10 \$ 54,601.33		10 \$ 54,601.33				
							11 \$ 55,623.62		11 \$ 55,623.62				
							12 \$ 56,612.81		12 \$ 56,612.81				
8000/8387	DHHS	Performance	Disabilities Services Coord 00055720000004	N/A	1	26M	01 \$ 53,292.60	26M	01 \$ 53,292.60	Classified	Concern over losing operationally critical employee. Has had exceptional performance and has taken on some additional responsibilities.	11/06/2017	0.62%
							02 \$ 55,181.22		02 \$ 55,181.22				
							03 \$ 57,679.23		03 \$ 57,679.23				
							04 \$ 58,429.50		04 \$ 58,429.50				
							05 \$ 61,210.55		05 \$ 61,210.55				
8000/8387	DHHS	Equity	Human Service Worker	N/A	1	16Z4	01 \$ 41,213.07	16Z4	01 \$ 41,213.07	Classified	Employee has taken on interpreting in Spanish in both written and oral form to support the continuously increasing number of bilingual families participating.	11/06/2017	3.54%
							02 \$ 41,468.83		02 \$ 41,468.83				
							03 \$ 42,640.91		03 \$ 42,640.91				
							04 \$ 43,875.59		04 \$ 43,875.59				
							05 \$ 45,574.53		05 \$ 45,574.53				
							06 \$ 47,392.49		06 \$ 47,392.49				
							07 \$ 49,326.73		07 \$ 49,326.73				
							08 \$ 50,932.73		08 \$ 50,932.73				
							09 \$ 52,608.53		09 \$ 52,608.53				
							10 \$ 54,601.33		10 \$ 54,601.33				
							11 \$ 55,623.62		11 \$ 55,623.62				
							12 \$ 56,612.81		12 \$ 56,612.81				
8000/8525	DHHS	Performance	Housing Program Manager 00008023000002	N/A	1	33M	01 \$ 70,027.94	33M	01 \$ 70,027.94	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	4.81%
							02 \$ 73,105.20		02 \$ 73,105.20				
							03 \$ 76,127.71		03 \$ 76,127.71				
							04 \$ 79,794.83		04 \$ 79,794.83				
							05 \$ 83,463.23		05 \$ 83,463.23				
8000/8527	DHHS	Performance	Community Intervention Spec 00008000000001	N/A	1	24	01 \$ 50,495.21	24	01 \$ 50,495.21	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	3.67%
							02 \$ 52,426.27		02 \$ 52,426.27				
							03 \$ 54,352.87		03 \$ 54,352.87				
							04 \$ 56,279.47		04 \$ 56,279.47				
							05 \$ 58,826.49		05 \$ 58,826.49				
							06 \$		06 \$				
8000/8529	DHHS	Performance	Manager Outreach Services 00056301000001	N/A	1	33M	01 \$ 70,027.94	33M	01 \$ 70,027.94	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/6/2017	9.15%
							02 \$ 73,105.20		02 \$ 73,105.20				
							03 \$ 76,127.71		03 \$ 76,127.71				
							04 \$ 79,794.83		04 \$ 79,794.83				
							05 \$ 83,463.23		05 \$ 83,463.23				

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
8000/8911	DHHS	Performance	Supervisor Office Management	N/A	1	24M	01 \$ 49,510.27 02 \$ 51,403.13 03 \$ 53,292.60 04 \$ 55,181.22 05 \$ 57,079.23	24M	01 \$ 49,510.27 02 \$ 51,403.13 03 \$ 53,292.60 04 \$ 55,181.22 05 \$ 57,079.23	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	3.54%
8000/8911	DHHS	Performance	Administrator Assistant DCSD	N/A	1	35M	01 \$ 79,794.83 02 \$ 83,463.23 03 \$ 87,072.42 04 \$ 90,742.73 05 \$ 94,414.09	35M	01 \$ 79,794.83 02 \$ 83,463.23 03 \$ 87,072.42 04 \$ 90,742.73 05 \$ 94,414.09	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	4.32%
8000/8911	DHHS	Performance	Admin Coord 00011051000002	N/A	1	27M	01 \$ 55,181.22 02 \$ 57,079.23 03 \$ 58,429.50 04 \$ 61,210.55 05 \$ 63,932.83	27M	01 \$ 55,181.22 02 \$ 57,079.23 03 \$ 58,429.50 04 \$ 61,210.55 05 \$ 63,932.83	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	4.75%
8000/8911	DHHS	Performance	Admin Coord 00011051000001	N/A	1	27M	01 \$ 55,181.22 02 \$ 57,079.23 03 \$ 58,429.50 04 \$ 61,210.55 05 \$ 63,932.83	27M	01 \$ 55,181.22 02 \$ 57,079.23 03 \$ 58,429.50 04 \$ 61,210.55 05 \$ 63,932.83	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/06/2017	4.44%
8000/8921	DHHS	Performance	Juvenile Corr Officer 00058621000038	N/A	1	14Z1	01 \$ 38,160.82 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91 06 \$ 43,835.28	14Z1	01 \$ 38,160.82 02 \$ 39,196.37 03 \$ 40,237.75 04 \$ 41,468.83 05 \$ 42,640.91 06 \$ 43,835.28	Classified	Concern over losing operationally critical employee. Has had exceptional performance.	11/20/2017	2.83%
8000/8921	DHHS	Performance	Supervisor Juvenile Co Officer 00058641	N/A	2	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	Classified	The JCO Supervisors provide a critical role within the youth detention center, supervising the staff and responsible for the operation of a 24 hour facility. This employee is a high performer.	11/06/2017	1.30%
8000/8921	DHHS	Performance	Supervisor Juvenile Co Officer 00058641000004	N/A	1	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	Classified	The JCO Supervisor provide a critical role within the youth detention center, supervising the staff and responsible for the operation of a 24 hour facility. This employee is a high performer.	11/06/2017	1.30%
8000/8921	DHHS	Performance	Supervisor Juvenile Co Officer 00058641000001	N/A	1	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	28M	01 \$ 57,079.14 02 \$ 58,429.55 03 \$ 61,210.59 04 \$ 63,932.81 05 \$ 67,012.58	Classified	The JCO Supervisor provide a critical role within the youth detention center, supervising the staff and responsible for the operation of a 24 hour facility. This employee is a high performer.	11/06/2017	4.75%
9000/9168	Parks	Performance	Communication Center Manager 00041510000002	N/A	1	22M	01 \$ 46,467.81 02 \$ 48,364.07 03 \$ 49,938.87 04 \$ 51,582.00 05 \$ 53,536.19	22M	01 \$ 46,467.81 02 \$ 48,364.07 03 \$ 49,938.87 04 \$ 51,582.00 05 \$ 53,536.19	Classified	Concern over losing operationally critical employee. Employee brought in additional revenue due to his efforts.	12/17/2017	7.47%

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9500/9512	Zoo	Reclassification	Senior Veterinarian 00041600	N/A	1	33M	01 \$ 70,027.94	917E	01 \$ 82,146.01	Classified	Position has been hard to fill historically and therefore the job duties were updated to more accurately reflect the job which included some more significant responsibilities.	01/14/2018	0.00%
							02 \$ 73,105.20		02 \$ 86,253.62				
							03 \$ 76,127.71		03 \$ 90,359.95				
							04 \$ 79,794.83		04 \$ 94,467.35				
							05 \$ 83,463.23		05 \$ 98,574.96				
									06 \$ 101,656.03				
									07 \$ 104,735.84				
									08 \$ 106,789.54				

RECLASS
DAS FISCAL FORM
12/14/2017

RECLASSIFICATION DAS FISCAL FORM
Department: 5040 MCDOT - Airport Division
Date of Advancement Request: 11/05/2017
Date of anticipated advancement: 11/05/2017

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	2017 total	Annual Total
EXISTING POSITION(S)*:															
1	5040	5051	00096900	Heating and Vent Mechanic 1	15	05	2	2.0	20.50	1,840	126	784	4	20,397	132,583
2	5040	5051	00096900	Heating and Vent Mechanic 1	15	01	3	3.0	18.33	1,466	112	759	4	28,049	182,320
3	5040	5051	00096900	Heating and Vent Mechanic 1	15	02	1	1.0	18.84	1,508	115	765	4	9,552	62,090
4	5040	5051	00096901	Heating and Vent Mechanic 2	16	05	1	1.0	21.09	1,688	129	791	4	10,430	67,798
5	5040	5061	00010870	Assistant Airport Operations Manager	28M	05	2	2.0	32.22	2,577	197	919	4	29,545	192,046
6	5040	5061	00020231	Airport Control Center Operators	15	01	7	7.0	18.33	1,466	112	759	4	65,448	425,413
7	5040	5061	00020231	Airport Control Center Operators	15	04	7	7.0	19.94	1,595	122	778	4	69,851	454,034
8	5040	5065	00010899	Airport Ops Coordinators	20	01	1	2.0	21.09	1,688	129	791	4	10,430	67,798
9	5040	5065	00010899	Airport Ops Coordinators	20	02	4	4.0	21.91	1,753	134	800	4	42,997	279,482
													SUBTOTAL:	286,702	1,853,563
RECLASS POSITION(S)*:															
1	5040	5051	N/A	N/A	20	02	2	2.0	21.91	1,753	134	800	4	21,499	139,741
2	5040	5051	N/A	N/A	20	01	3	3.0	21.09	1,688	129	791	4	31,291	203,394
3	5040	5051	N/A	N/A	20	01	1	1.0	21.09	1,688	129	791	4	10,430	67,798
4	5040	5051	N/A	N/A	21	02	1	1.0	22.78	1,823	139	810	4	11,090	72,088
5	5040	5061	N/A	N/A	30M	04	2	2.0	33.67	2,693	206	935	4	30,677	199,403
6	5040	5061	00020230	Airport Ops Coordinators	22	01	7	7.0	22.78	1,823	139	810	4	77,633	504,616
7	5040	5061	00020230	Airport Ops Coordinators	22	01	7	7.0	22.78	1,823	139	810	4	77,633	504,616
8	5040	5065	N/A	N/A	22	02	1	1.0	23.71	1,897	145	821	4	11,453	74,447
9	5040	5065	N/A	N/A	22	02	4	4.0	23.71	1,897	145	821	4	45,814	297,790
													SUBTOTAL:	317,522	2,063,893
													TOTAL COST:	30,820	200,330

* Pension Fixed Rate for 2017 = 13.36% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

12/12/2017

DATE

**Appointments at an Advanced Step of the Pay Range
Personnel Committee Report**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
DOT	5040	N/A	Lead Mechanic	23	01	\$ 23.7148	\$ 49,326.73	3	10/20/2017	Training and experience exceed the maximum qualifications for this position.
					02	\$ 24.4869	\$ 50,932.73			
					03	\$ 25.2926	\$ 52,608.53			
					04	\$ 26.2506	\$ 54,601.33			
					05	\$ 27.2094	\$ 56,595.62			
DOT	5300	N/A	Ironworker Seasonal	19	01	\$ 20.5004	\$ 42,640.91	5	11/03/2017	Training and experience exceed the maximum qualifications for this position.
					02	\$ 21.0940	\$ 43,875.59			
					03	\$ 21.9108	\$ 45,574.53			
					04	\$ 22.7849	\$ 47,392.49			
					05	\$ 23.7148	\$ 49,326.73			
Airport	5051	N/A	Maintenance Worker	15Z1	01	\$ 19.1730	\$ 39,879.91	4	11/07/2017	Training and experience exceed the maximum qualifications for this position.
					02	\$ 19.3451	\$ 40,237.75			
					03	\$ 19.9369	\$ 41,468.83			
					04	\$ 20.5004	\$ 42,640.91			
					05	\$ 21.0940	\$ 43,875.59			
					06	\$ 21.9108	\$ 45,574.53			
					07	\$ 22.7849	\$ 47,392.49			
					08	\$ 23.7147	\$ 49,326.52			
					09	\$ 24.4869	\$ 50,932.73			
					10	\$ 25.2926	\$ 52,608.53			
Airport	5051	N/A	Maintenance Worker	15Z1	01	\$ 19.1730	\$ 39,879.91	3	11/07/2017	Training and experience exceed the maximum qualifications for this position.
					02	\$ 19.3451	\$ 40,237.75			
					03	\$ 19.9369	\$ 41,468.83			
					04	\$ 20.5004	\$ 42,640.91			
					05	\$ 21.0940	\$ 43,875.59			
					06	\$ 21.9108	\$ 45,574.53			
					07	\$ 22.7849	\$ 47,392.49			
					08	\$ 23.7147	\$ 49,326.52			
					09	\$ 24.4869	\$ 50,932.73			
					10	\$ 25.2926	\$ 52,608.53			
Aging	7964	N/A	Human Service Worker	16Z4	01	\$ 19.8140	\$ 41,213.07	4	12/05/2017	Training and experience exceed the maximum qualifications for this position.
					02	\$ 19.9369	\$ 41,468.83			
					03	\$ 20.5004	\$ 42,640.91			
					04	\$ 21.0940	\$ 43,875.59			
					05	\$ 21.9108	\$ 45,574.53			
					06	\$ 22.7849	\$ 47,392.49			
					07	\$ 23.7148	\$ 49,326.73			
					08	\$ 24.4869	\$ 50,932.73			
					09	\$ 25.2926	\$ 52,608.53			
					10	\$ 26.2506	\$ 54,601.33			
					11	\$ 26.7421	\$ 55,623.62			
					12	\$ 27.2177	\$ 56,612.81			

INFORMATIONAL ONLY

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
January 19, 2018

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

**Dual Fill
Personnel Committee Meeting
January 19, 2018**

Dept	Last Name	First Name	Title Description	Class	Status	Dual Fill Date	AppType	Pay Range
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There are no Dual Fills to Report for this cycle.

**Emergency Appointment Report
Personnel Committee Meeting
January 19, 2018**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
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There are no Emergency Appointments to Report for this cycle.

**Temporary Appointment Report
Personnel Committee Meeting
January 19, 2018**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS	1163	Gorall	Sean	61010022	Intern Information Tech	I	A	20	8/14/2017	HT
DAS	1163	Hart	Pansyette	61010022	Intern Information Tech	I	A	0	7/3/2017	HT
Fleet	5160	Bell	Alfred	32620	Highway Mtce Wkr 2	F	A	80	12/4/2017	TA
Fleet	5110	Berg	Anthony	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Brandt	Charles	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Cornell	Herman	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5160	Davey	Kevin	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Dixon	Chauncey	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5140	Franson	Robert	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Gorgas	Nicholas	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Grisby	Bruce	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Harris	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5160	Jefferson	Kelvin	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Johnson	Dennis	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Johnson	Percival	32620	Highway Mtce Wkr 2	F	A	80	12/4/2017	TA
Fleet	5140	Laack	Jerome	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5140	Luedtke	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Mastrogiovanni	Philip	32620	Highway Mtce Wkr 2	F	A	80	11/20/2017	TA
Fleet	5120	McKay	Dwayne	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5160	McQuestion	Andrew	32620	Highway Mtce Wkr 2	F	A	80	10/24/2017	TA
Fleet	5110	Ortiz	Thomas	32620	Highway Mtce Wkr 2	F	A	80	11/9/2017	TA
Fleet	5140	Peterson	Timothy	32620	Highway Mtce Wkr 2	F	A	80	11/20/2017	TA
Fleet	5110	Rayford	Milton	32620	Highway Mtce Wkr 2	P	A	80	11/6/2017	TA
Fleet	5110	Richardson	Alonte	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5140	Sagan	John	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5140	Sitarz	Clayton	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Smith	Todd	32620	Highway Mtce Wkr 2	F	A	80	12/4/2017	TA
Fleet	5160	Sullivan	William	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	F	A	80	11/20/2017	TA
Fleet	5120	Toth	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Welk	Shawn	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Wilks	Niketa	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
January 19, 2018

<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	Thompson	Sarah	Accountant III	21	25M	Accountant IV	10/1/2017		1/30/2018	Vacant Position
Child Support	Brown	Dorothy	Office Support Assistant II	02Z1	04Z1	Clerical Assistant II	11/6/2017		2/4/2018	Vacant Position
Child Support	Oettiker	Elizabeth	Unit Supervisor - LTS	26M	29M	Program Coordinator - Resource Center	11/6/2017		2/4/2018	Vacant Position
Fleet	Keaton	Nathaniel	Mechanic	21	25	Lead Mechanic	10/30/2017		1/28/2018	Vacant Position
MCSO	Beal	Thomas	Deputy Sheriff	17BZ	30M	Deputy Sheriff LT	7/29/2017	4/15/2018		Vacant Position
MCSO	Cunningham	Terina	Correction Officer	14Z1	23CM	Correction Officer LT	7/30/2017	4/15/2018		Incumbent TAHC'ed
Medical Examiner	Plowman	Sheila	Management Assistant - ME	06PM	25DC	Forensic Investigator	12/4/2017		3/3/2018	Vacant Position
Parks	Kaiser	Jonathan	Park Worker 3 Seasonal	5108	18Z	Part Maintenance Worker 2- In Charge	11/26/2017		2/23/2018	Vacant Position
Parks	Sheteron	Joshua	Park Maintenance Worker	13Z3	18Z	Part Maintenance Worker 2- In Charge	10/22/2017		1/19/2018	Vacant Position
Parks	Uhan	Brian	Park Maintenance Worker	13Z3	18Z	Part Maintenance Worker 2- In Charge	10/29/2017		1/26/2018	Vacant Position
Zoo	Johnson	Jeffrey	Zookeeper	15	17A	Zoo Area Supervisor	11/27/2017		2/24/2018	Vacant Position
Zoo	DeLeon	Amy	Heritage Farm Attendant	09Z1	15	Zookeeper	9/13/2017	2/24/2018		Incumbent TAHC'ed
Zoo	Austin	Robert	Zoo Worker 6- Seasonal	5118	7	Custodial Worker 2	10/23/2017		1/22/2018	Vacant Position