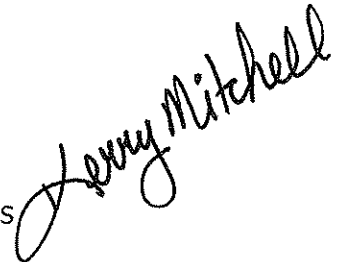


**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**AMENDED**

**DATE** : January 18, 2012  
**To** : Committee on Personnel  
**FROM** : Kerry J. Mitchell, Interim Director of Human Resources  
**SUBJECT** : **Amended Informational Report for 01/27/2012  
Personnel Committee Meeting**



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

These reports (*reclassifications, advancements within the pay range, reallocations, and revisions to ECP*) are provided in accordance with the provisions of Chapter 17 and may be included on the agenda of the January 27, 2012 Personnel Committee Meeting for informational purposes.

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

KJM:rly

Copy: HR Managers

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor     | Org  | Position | Current<br>Classification (Title)         | Current<br>Pay Range | Proposed<br>Classification (Title)                    | Proposed<br>Pay Range | Current<br>Year      | Annual<br>Year | Rate<br>Steps | Pay Grade<br>Rates | Reason           |
|---------------|------|----------|---|----------------------|---|-----------------------|----------------------|----------------|---------------|--------------------|------------------|
|               |      |          |   |                      |   |                       | Impact<br>(Top Step) | Impact         |               |                    |                  |
| Child Support | 2432 | 59270    | Legal Counsel 2                           | 34EM                 | Legal Counsel Administrator<br>Child Support Services | 37AM                  | \$6,448              | \$6,985        | 01            | \$46,3335          | Change in Duties |
|               |      |          |   |                      |   |                       |                      |                | 02            | \$49,0132          |                  |
|               |      |          |   |                      |   |                       |                      |                | 03            | \$51,9530          |                  |
|               |      |          |   |                      |   |                       |                      |                | 04            | \$55,0701          |                  |
|               |      |          |   |                      |   |                       |                      |                | 05            | \$58,3624          |                  |
| Child Support | 2432 | 59260    | Legal Counsel Child<br>Support Supervisor | 38M                  | Legal Counsel Assistant<br>Administrator              | 38LM                  | \$5,635              | \$6,104        | 01            | \$39,4385          | Change in Duties |
|               |      |          |   |                      |   |                       |                      |                | 02            | \$41,1010          |                  |
|               |      |          |   |                      |   |                       |                      |                | 03            | \$42,7638          |                  |
|               |      |          |   |                      |   |                       |                      |                | 04            | \$44,9601          |                  |
|               |      |          |   |                      |   |                       |                      |                | 05            | \$47,7234          |                  |
|               |      |          |   |                      |   |                       |                      |                | 6             | \$50,6584          |                  |
|               |      |          |   |                      |   |                       |                      |                | 7             | \$53,7739          |                  |
| UW Extension  | 9910 | 00017    | Clerical Assistant 2 NR                   | 4PM                  | Executive Assistant-UW<br>Extension                   | 6PM                   | \$3,572              | \$3,889        | 01            | \$16,3036          | Change in Duties |
|               |      |          |   |                      |   |                       |                      |                | 02            | \$16,8789          |                  |
|               |      |          |   |                      |   |                       |                      |                | 03            | \$17,4545          |                  |
|               |      |          |   |                      |   |                       |                      |                | 04            | \$18,0299          |                  |
|               |      |          |   |                      |   |                       |                      |                | 05            | \$18,6053          |                  |
|               |      |          |   |                      |   |                       |                      |                | 06            | \$19,1806          |                  |
|               |      |          |   |                      |   |                       |                      |                | 07            | \$19,7563          |                  |
|               |      |          |   |                      |   |                       |                      |                | 08            | \$20,3316          |                  |
|               |      |          |   |                      |   |                       |                      |                | 09            | \$20,9068          |                  |
| Parks         | 9000 | 42190    | *Forestry Worker DOT                      | 15Z                  | Natural Resources Technician<br>Parks                 | 15Z                   | \$0                  | \$0            |               |                    | Retitle          |
| Parks         | 9000 | 42155    | **Forestry Worker DOT<br>In Charge        | 21                   | Natural Resources Technician<br>In Charge Parks       | 21                    | \$0                  | \$0            |               |                    | Retitle          |

\*5 positions

\*\*36 positions



Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor   | Org  | Position | Current<br>Classification (Title)             | Current<br>Pay Range | Proposed<br>Classification (Title)                  | Proposed<br>Pay Range | Current<br>Year | Annual<br>Year | Rate<br>Steps | Pay Grade<br>Rates | Reason           |
|-------------|------|----------|---|----------------------|---|-----------------------|-----------------|----------------|---------------|--------------------|------------------|
| Parks       | 9000 | 41340    | Safety and Training<br>Coordinator Parks      | 30M                  | Safety, Security and Training<br>Manager            | 32M                   | \$5,045         | \$5,466        | 01            | \$30,3527          | Change in Duties |
|             |      |          |   |                      |   |                       |                 |                | 02            | \$31,7185          |                  |
|             |      |          |   |                      |   |                       |                 |                | 03            | \$33,1122          |                  |
|             |      |          |   |                      |   |                       |                 |                | 04            | \$34,4813          |                  |
|             |      |          |   |                      |   |                       |                 |                | 05            | \$36,1423          |                  |
| Family Care | 7990 | 76154    | Accounting Manager CMO<br>Accounts Receivable | 32M                  | Assistant Program Administrator<br>Fiscal/Contracts | 33M                   | \$2,628         | \$2,847        | 01            | \$31,7185          | Change in Duties |
|             |      |          |   |                      |   |                       |                 |                | 02            | \$33,1122          |                  |
|             |      |          |   |                      |   |                       |                 |                | 03            | \$34,4813          |                  |
|             |      |          |   |                      |   |                       |                 |                | 04            | \$36,1423          |                  |
|             |      |          |   |                      |   |                       |                 |                | 05            | \$37,8038          |                  |
| Family Care | 7993 | 04350    | Accountant IV NR                              | 25M                  | Accounting Manager<br>Family Care                   | 32M                   | \$11,528        | \$12,489       | 01            | \$30,3527          | Change in Duties |
|             |      |          |   |                      |   |                       |                 |                | 02            | \$31,7185          |                  |
|             |      |          |   |                      |   |                       |                 |                | 03            | \$33,1122          |                  |
|             |      |          |   |                      |   |                       |                 |                | 04            | \$34,4813          |                  |
|             |      |          |   |                      |   |                       |                 |                | 05            | \$36,1423          |                  |
| Benefits    | 1188 | 04895    | Benefits Operations<br>Manager                | 38M                  | ExDir2-Employee Benefits<br>Administrator           | 902E                  | \$12,905        | \$13,980       | Min           | \$37,2000          | Change in Duties |
|             |      |          |   |                      |   |                       |                 |                | Mid           | \$46,1600          |                  |
|             |      |          |   |                      |   |                       |                 |                | Max           | \$55,1200          |                  |

Total

\$68,958      \$74,723

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor   | Org  | Position | Current<br>Classification (Title)             | Current<br>Pay Range | Proposed<br>Classification (Title)                  | Proposed<br>Pay Range | Current<br>Year | Annual<br>Year | Rate<br>Steps              | Pay Grade<br>Rates  | Reason           |
|-------------|------|----------|---|----------------------|---|-----------------------|-----------------|----------------|----------------------------|---|------------------|
| Parks       | 9000 | 41340    | Safety and Training<br>Coordinator Parks      | 30M                  | Safety, Security and Training<br>Manager            | 32M                   | \$5,045         | \$5,466        | 01<br>02<br>03<br>04<br>05 | \$30,3527<br>\$31,7185<br>\$33,1122<br>\$34,4813<br>\$36,1423 | Change in Duties |
| Family Care | 7990 | 76154    | Accounting Manager CMO<br>Accounts Receivable | 32M                  | Assistant Program Administrator<br>Fiscal/Contracts | 33M                   | \$2,628         | \$2,847        | 01<br>02<br>03<br>04<br>05 | \$31,7185<br>\$33,1122<br>\$34,4813<br>\$36,1423<br>\$37,8038 |                  |
| Family Care | 7993 | 04350    | Accountant IV NR                              | 25M                  | Accounting Manager<br>Family Care                   | 32M                   | \$11,528        | \$12,489       | 01<br>02<br>03<br>04<br>05 | \$30,3527<br>\$31,7185<br>\$33,1122<br>\$34,4813<br>\$36,1423 | Change in Duties |
| Benefits    | 1188 | 80074    | ExDir1-Retirement Systems<br>Manager          | 901E                 | ExDir2-Employee Benefits<br>Administrator           | 902E                  | \$15,340        | \$16,619       | Min<br>Mid<br>Max          | \$37,2000<br>\$46,1600<br>\$55,1200                           | Change in Duties |

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor | Org  | Position | Current<br>Classification (Title) | Current<br>Pay Range | Proposed<br>Classification (Title)       | Proposed<br>Pay Range | Current<br>Year | Annual<br>Year | Rate<br>Steps | Pay Grade<br>Rates | Reason |
|-----------|------|----------|-----------------------------------|----------------------|--|-----------------------|-----------------|----------------|---------------|--------------------|--------|
| DHHS      | 8942 | 55550    | *Intake Specialist CCC            | 16                   | Human Service Worker Juvenile<br>Justice | 16C                   | \$22,155        | \$24,030       | 01            | \$16.0074          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 02            | \$16.3806          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 03            | \$16.7537          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 04            | \$17.2648          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 05            | \$17.7536          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 06            | \$18.2252          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 07            | \$18.7830          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 08            | \$19.3138          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 09            | \$19.8730          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 10            | \$20.6426          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 11            | \$21.4659          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 12            | \$22.3420          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 13            | \$23.0695          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 14            | \$23.8285          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 15            | \$24.7311          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 16            | \$25.1942          |        |
|           |      |          |                                   |                      |  |                       |                 |                | 17            | \$25.8422          |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |
|           |      |          |                                   |                      |  |                       |                 |                |               |                    |        |

\*15 filled positions

**Reclassification Report**

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor | Org  | Position | Current<br>Classification (Title) | Current<br>Pay Range | Proposed<br>Classification (Title)       | Proposed<br>Pay Range | Current<br>Year | Annual<br>Year | Rate<br>Steps | Pay Grade<br>Rates | Reason  |
|-----------|------|----------|-----------------------------------|----------------------|--|-----------------------|-----------------|----------------|---------------|--------------------|---------|
| DHHS      | 8942 | 55550    | *Intake Specialist CCC            | 16                   | Human Service Worker Juvenile<br>Justice | 16C                   | \$905           | \$980          | 01            | \$16,0074          | Retitle |
|           |      |          |                                   |                      |  |                       |                 |                | 02            | \$16,3806          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 03            | \$16,7537          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 04            | \$17,2648          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 05            | \$17,7536          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 06            | \$18,2252          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 07            | \$18,7830          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 08            | \$19,3138          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 09            | \$19,8730          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 10            | \$20,6426          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 11            | \$21,4659          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 12            | \$22,3420          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 13            | \$23,0695          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 14            | \$23,8285          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 15            | \$24,7311          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 16            | \$25,1942          |         |
|           |      |          |                                   |                      |  |                       |                 |                | 17            | \$25,6422          |         |

\*1 vacant position

**Reclassification Report**

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

| Requestor | Org  | Position | Current<br>Classification (Title)           | Current<br>Pay Range | Proposed<br>Classification (Title)                         | Proposed<br>Pay Range | Current<br>Year | Annual<br>Year | Rate<br>Steps | Pay Grade<br>Rates | Reason  |
|-----------|------|----------|---|----------------------|--|-----------------------|-----------------|----------------|---------------|--------------------|---------|
| DHHS      | 8942 | 55550    | *Intake Specialist CCC<br>Bilingual Spanish | 16                   | Human Service Worker Juvenile<br>Justice Bilingual Spanish | 16C                   | \$2,954         | \$3,204        | 01            | \$16,0074          | Retitle |
|           |      |          |   |                      |  |                       |                 |                | 02            | \$16,3806          |         |
|           |      |          |   |                      |  |                       |                 |                | 03            | \$16,7537          |         |
|           |      |          |   |                      |  |                       |                 |                | 04            | \$17,2648          |         |
|           |      |          |   |                      |  |                       |                 |                | 05            | \$17,7536          |         |
|           |      |          |   |                      |  |                       |                 |                | 06            | \$18,2252          |         |
|           |      |          |   |                      |  |                       |                 |                | 07            | \$18,7830          |         |
|           |      |          |   |                      |  |                       |                 |                | 08            | \$19,3138          |         |
|           |      |          |   |                      |  |                       |                 |                | 09            | \$19,8730          |         |
|           |      |          |   |                      |  |                       |                 |                | 10            | \$20,6426          |         |
|           |      |          |   |                      |  |                       |                 |                | 11            | \$21,4659          |         |
|           |      |          |   |                      |  |                       |                 |                | 12            | \$22,3420          |         |
|           |      |          |   |                      |  |                       |                 |                | 13            | \$23,0695          |         |
|           |      |          |   |                      |  |                       |                 |                | 14            | \$23,8285          |         |
|           |      |          |   |                      |  |                       |                 |                | 15            | \$24,7311          |         |
|           |      |          |   |                      |  |                       |                 |                | 16            | \$25,1942          |         |
|           |      |          |   |                      |  |                       |                 |                | 17            | \$25,6422          |         |
| DHHS      | 8941 | 56300    | **Human Service Worker                      | 16C                  | Human Service Worker Juvenile<br>Justice                   | 16C                   | \$0             | \$0            |               |                    | Retitle |
|           |      |          |   |                      |  |                       |                 |                |               |                    |         |
|           |      |          |   |                      |  |                       |                 |                |               |                    |         |

\*2 filled positions  
 Total

\*\* 45 positions

\$97,407      \$105,576



Personnel Committee Date: January 27, 2012

ADVANCEMENT WITHIN THE PAY RANGE REPORT

In accordance with the provisions of 17.10 of the County General Ordinances, the Director of Human Resources intends to approve the advancement within the pay range for the positions noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.

| REQUESTOR | DEPT<br>ORG<br>UNIT | TITLE<br>CODE<br>NO POS | CURRENT CLASSIFICATION<br>REQUESTED STEP CHANGE  | PAY<br>RANGE | CURR<br>YEAR | SUB<br>YEAR | RATE<br>STEPS | PAYGRADE<br>RATES      | REASON                                     |
|-----------|---------------------|-------------------------|--|--------------|--------------|-------------|---------------|------------------------|--|
|           |                     |                         |  |              |              |             | 01            | \$ 32,883              |  |
|           |                     |                         |  |              |              |             | 02            | \$ 34,538              |  |
|           |                     |                         |  |              |              |             | 03            | \$ 36,170              |  |
| Parks     | 9100                | 00079560 / 0002         | Asst Chief of Recreation &<br>Business Operations<br>To advance from step 3 to step 4 of<br>the pay same range | 916E         | \$425        | \$3,696     | 04            | \$ 37,821 <sup>5</sup> | To retain the services of<br>the incumbent |
|           |                     |                         |  |              |              |             | 05            | \$ 39,466              |  |
|           |                     |                         |  |              |              |             | 06            | \$ 40,699              |  |
|           |                     |                         |  |              |              |             | 07            | \$ 41,932              |  |
|           |                     |                         |  |              |              |             | 08            | \$ 42,754              |  |

Total:

\$425 \$3,696

**Reallocation Report - AMENDED**  
**Personnel Committee Meeting**  
**January 27, 2012**

In accordance with the provisions of 17.055 of the County General Ordinances, the Director of Human Resources intends to reallocate the positions noted below.  
 The Department of Administration has verified that funds are available within the adopted budget.

| DEPT          | DEPT ORG | TITLE CODE | AUT POS | FILLED POS | CURRENT CLASSIFICATION                                      | CURRENT PAY RANGE & # OF STEPS | PAY RATE    | RECOMMENDED PAY RANGE & # OF STEPS                                  | PAY RATE    | PAY STEP                                      | NEW PAY RATE | CURR YEAR DIFF | SUB YEAR DIFF | MAX YEAR DIFF | REASON  |                         |
|---------------|----------|------------|---------|------------|---|--------------------------------|-------------|---|-------------|---|--------------|----------------|---------------|---------------|---------|-------------------------|
| 5040          | 5051     | 00076770   | 001     | 001        | Airport Maintenance Manager                                 | 915E                           | \$ 29,210.4 | 34M<br>5 STEPS IN PAY RANGE   | \$ 33,112.2 | From step 5 of old rate to step 3 of new rate | \$ 36,142.3* | \$36,142.3     | \$2,158       | \$2,449       | \$2,449 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$ 30,670.8                    | \$ 34,481.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 32,131.7                    | \$ 36,142.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 33,591.9                    | \$ 37,803.8 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 35,052.6*                   | \$ 39,438.5 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 36,148.4                    |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 37,243.5                    |             |   |             |   |              |                |               |               |         |                         |
| 5040          | 5061     | 00076780   | 001     | 001        | Airport Operations Managers                                 | 915E                           | \$ 29,210.4 | 34M<br>5 STEPS IN PAY RANGE   | \$ 33,112.2 | From step 6 of old rate to step 4 of new rate | \$ 37,803.8* | \$37,803.8     | \$3,279       | \$3,721       | \$3,721 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$ 30,670.8                    | \$ 34,481.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 32,131.7                    | \$ 36,142.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 33,591.9                    | \$ 37,803.8 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 35,052.6                    | \$ 39,438.5 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 36,148.4*                   |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 37,243.5                    |             |   |             |   |              |                |               |               |         |                         |
| 5100          | 5190     | 00077430   | 001     | 001        | Highway Maintenance Manager                                 | 915E                           | \$ 29,210.4 | 34M<br>5 STEPS IN PAY RANGE   | \$ 33,112.2 | From step 5 of old rate to step 4 of new rate | \$ 37,803.8* | \$37,803.8     | \$3,279       | \$3,721       | \$3,721 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$ 30,670.8                    | \$ 34,481.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 32,131.7                    | \$ 36,142.3 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 33,591.9                    | \$ 37,803.8 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 35,052.6                    | \$ 39,438.5 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 36,148.4*                   |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 37,243.5                    |             |   |             |   |              |                |               |               |         |                         |
| 5100          | 5190     | 00077480   | 001     | 001        | Assistant Highway Maintenance Manager                       | 914E                           | \$ 26,140.7 | 31M<br>5 STEPS IN PAY RANGE   | \$ 28,957.7 | From step 6 of old rate to step 4 of new rate | \$ 33,112.2* | \$33,112.2     | \$1,512       | \$1,716       | \$1,716 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$ 27,447.7                    | \$ 30,352.7 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 28,754.6                    | \$ 31,718.5 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 30,061.4                    | \$ 33,112.2 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 31,368.6                    | \$ 34,481.4 |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 32,348.7*                   |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 33,328.9                    |             |   |             |   |              |                |               |               |         |                         |
| 1140          | 1141     | 00076832   | 001     | NA         | Executive Director 2 - Human Resources Compensation Manager | 38M                            | \$ 36,142.3 | 902E PAY RANGE CONSIST OF A MINIMUM, MIDPOINT AND MAXIMUM WAGE RATE | \$37.20     | NA, NO CURRENT INCUMBENT                      | NA           | NA             | NA            | NA            | NA      | RECRUITMENT & RETENTION |
|               |          |            |         |            |   | \$ 27,803.8                    | \$46.16     |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 39,438.5                    | \$55.12     |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 41,101.0                    |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$ 42,763.8                    |             |   |             |   |              |                |               |               |         |                         |
| 6300          | 6363     | 00053355   | 001     | 001        | Rehabilitation Services Supervisor                          | 28M                            | \$26,125.0  | 31M<br>5 STEPS IN PAY RANGE   | \$28,957.7  | From step 5 of old rate to step 2 of new rate | \$ 31,718.5* | \$31,718.5     | \$2,588       | \$3,070       | \$3,070 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$26,465.0                     | \$30,352.7  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$27,724.7                     | \$33,112.2  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     | \$34,481.4  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$30,352.7*                    |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$26,125.0                     |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     |             |   |             |   |              |                |               |               |         |                         |
| 6300          | 6403     | 00056660   | 001     | 001        | Community Support Program Coordinator                       | 28M                            | \$26,125.0  | 31M<br>5 STEPS IN PAY RANGE   | \$28,957.7  | From step 5 of old rate to step 2 of new rate | \$ 31,718.5* | \$31,718.5     | \$2,588       | \$3,070       | \$3,070 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$26,465.0                     | \$30,352.7  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$27,724.7                     | \$33,112.2  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     | \$34,481.4  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$30,352.7                     |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$26,125.0                     |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     |             |   |             |   |              |                |               |               |         |                         |
| 6300          | 6403     | 00056660   | 002     | 002        | Community Support Program Coordinator                       | 28M                            | \$26,125.0  | 31M<br>5 STEPS IN PAY RANGE   | \$28,957.7  | From step 5 of old rate to step 2 of new rate | \$ 31,718.5* | \$31,718.5     | \$2,588       | \$3,070       | \$3,070 | SALARY COMPRESSION      |
|               |          |            |         |            |   | \$26,465.0                     | \$30,352.7  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$27,724.7                     | \$33,112.2  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     | \$34,481.4  |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$30,352.7                     |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$26,125.0                     |             |   |             |   |              |                |               |               |         |                         |
|               |          |            |         |            |   | \$28,957.7                     |             |   |             |   |              |                |               |               |         |                         |
| <b>TOTALS</b> |          |            |         |            |   |                                |             |   |             |   | \$15,404.00  | \$17,747.00    | \$17,747.00   |               |         |                         |

\* Bold pay rates indicate old and new rates used to determine fiscal impact of Reallocation for incumbent currently in the position.

REVISIONS TO ECP REPORT  
Personnel Committee Meeting  
January 27, 2012

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