

**Personnel Committee Meeting
Compensation Report
December 2018**

REVISED #34 & #35

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
29	HOC	Reclassification	Clerical Asst 2 NM	Associate Accountant	1	04Z1	01	\$ 31,904.57	20	01	\$ 44,314.35	Classified	Reclassing position to align salary with job duties and responsibilities.	10/21/18	8.92%
							02	\$ 32,845.73		02	\$ 46,030.27				
							03	\$ 33,965.46		03	\$ 47,866.42				
							04	\$ 35,085.19		04	\$ 49,820.00				
							05	\$ 36,205.14		05	\$ 51,442.06				
							06	\$ 37,324.87							
							07	\$ 38,444.39							
							08	\$ 39,563.90							
							09	\$ 40,684.49							
30	HOC	Reclassification	Executive Assistant HOC	Assistant Executive	1	06Z1	01	\$ 47,972.17	25M	01	\$ 51,917.16	Classified	Reclassing position to align salary with job duties and responsibilities.	10/21/18	8.22%
							02	\$ 53,825.53		02	\$ 55,733.04				
							03	\$ 55,733.04		03	\$ 58,256.02				
							04	\$ 58,256.02		04	\$ 59,013.79				
							05	\$ 59,013.79							
31	HOC	Reclassification	Stores Clerk 3	Inventory Clerk	1	13	01	\$ 36,216.28	16	01	\$ 39,588.34	Classified	Reclassing position to align salary with job duties and responsibilities.	10/21/18	3.06%
							02	\$ 37,358.73		02	\$ 40,640.13				
							03	\$ 38,498.39		03	\$ 41,883.52				
							04	\$ 39,588.34		04	\$ 43,067.32				
							05	\$ 40,640.13		05	\$ 44,314.35				
32	HOC	Increase within Salary Grade	Power Plant Oper In Charge	Power Plant Oper In Charge	1	27M	01	\$ 55,733.04	27M	01	\$ 55,733.04	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	9/23/18	4.53%
							02	\$ 58,256.02		02	\$ 58,256.02				
							03	\$ 59,013.79		03	\$ 59,013.79				
							04	\$ 61,822.66		04	\$ 61,822.66				
							05	\$ 64,572.16		05	\$ 64,572.16				
33	OEM	Reclassification	911 Dispatcher	Command Duty Officer	1	16Z	01	\$ 36,216.28	17H	01	\$ 42,891.17	Classified	Reclassing position to align salary with job duties and responsibilities.	10/21/18	0.00%
							02	\$ 37,358.73		02	\$ 44,137.34				
							03	\$ 38,498.39		03	\$ 45,852.61				
							04	\$ 39,588.34		04	\$ 47,690.05				
							05	\$ 40,640.13		05	\$ 49,643.63				
							06	\$ 41,883.52		06	\$ 41,883.52				
							07	\$ 43,067.32		07	\$ 43,067.32				
							08	\$ 44,314.35		08	\$ 44,314.35				
							09	\$ 46,030.27		09	\$ 56,046.35				
34	OEM	Reclassification	Communications Manager	Communications Director	1	32M	01	\$ 67,682.76	901E	01	\$ 65,134.46	Classified	Reclassing position to align salary with job duties and responsibilities. (\$67,683 to \$75,000)	10/29/18	9.76%
							02	\$ 70,728.22		02	\$ 80,241.11				
							03	\$ 73,836.25		03	\$ 94,388.94				
							04	\$ 76,888.99							
							05	\$ 80,592.78							
35	OEM	Increase within Salary Grade	Dispatcher	Dispatcher	1	16Z	01	\$ 36,216.28	16Z	01	\$ 36,216.28	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	9/30/18	13.26%
							02	\$ 37,358.73		02	\$ 37,358.73				
							03	\$ 38,498.39		03	\$ 38,498.39				
							04	\$ 39,588.34		04	\$ 39,588.34				
							05	\$ 40,640.13		05	\$ 40,640.13				
							06	\$ 41,883.52		06	\$ 41,883.52				
							07	\$ 43,067.32		07	\$ 43,067.32				
							08	\$ 44,314.35		08	\$ 44,314.35				
							09	\$ 46,030.27		09	\$ 46,030.27				

Revised #34 & #35

RECLASS
DAS FISCAL FORM
11/20/2018

DAS FISCAL FORM
Department: 4800 OEM
Date of Advancement Request: 11/2/2018
Date of anticipated advancement: 10/22/2018

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	2018 total	Annual Total	
EXISTING POSITION(S):																
1	4800	4801	Vacant	911 Dispatcher (vacant)	16z	01	1	1.0	17.41	1,393	107	749	5	11,240	58,450	
1	4800	4812	00000703000001	Communications Manager	32m	01	1	1.0	32.54	2,603	199	922	5	18,623	96,841	
1	4800	4801	00003563000005	Dispatcher	16z	02	1	1.0	17.96	1,437	110	755	5	11,509	59,846	
														SUBTOTAL:	41,372	215,136
NEW POSITION(S):																
1	4800	4801	TBD	Command Duty Officer	17h	01	1	1.0	20.62	1,650	126	786	5	12,807	66,595	
1	4800	4812	TBD	Communications Director	901E		1	1.0	36.06	2,885	221	963	5	20,341	105,772	
1	4800	4801	TBD	Dispatcher	16z	07	1	1.0	20.71	1,657	127	787	5	12,851	66,823	
														SUBTOTAL:	45,958	239,191
														TOTAL COST:	4,626	24,054

* 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

Joe James

11/8/2018
DATE