

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : May 7, 2015
To : Committee on Finance, Personnel & Audit
FROM : Mike Blickhahn, Director Compensation/HRIS
SUBJECT : **Informational Report for 05/14/2015**
Finance, Personnel & Audit 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
- Reallocations
- 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 April 17, 2015)

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 May 14, 2015 Finance, Personnel & Audit Committee Meeting for informational purposes.

Copy: HR Managers

**Finance, Personnel & Audit Committee Meeting
Compensation Report
May 2015**

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 | | INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement. | Effective Date | |
|-----------------|-----------------|-------------------|--|---|------------------|-----------|-----------------|-------------|--------------------------------------|--|----------------------------|-----------|
| | | | | | | PAY RANGE | ANNUAL PAY RATE | PAY RANGE | ANNUAL PAY RATE | | | |
| 1140 | Human Resources | RECLASSIFICATION | Assistant Compensation/HRIS 00005786000002 | Assistant Compensation/HRIS Lead | 1 | 06PM | 01 \$ 34,764.46 | 07PM | 01 \$ 37,972.59 | X | Immediate Recruitment Need | 4/15/2015 |
| | | | | | | | 02 \$ 35,991.12 | | 02 \$ 39,313.32 | | Internal Equity | |
| | | | | | | | 03 \$ 37,218.40 | | 03 \$ 40,653.21 | | Misclassification | |
| | | | | | | | 04 \$ 38,445.27 | | 04 \$ 41,993.52 | | No Incumbent | |
| | | | | | | | 05 \$ 39,672.35 | | 05 \$ 43,333.41 | | Red Circled | |
| | | | | | | | 06 \$ 40,899.00 | | 06 \$ 44,673.72 | | Retention | |
| | | | | | | | 07 \$ 42,126.50 | | 07 \$ 46,014.03 | | Other: | |
| | | | | | | | 08 \$ 43,353.37 | | 08 \$ 47,353.92 | | | |
| | | | | | | | 09 \$ 44,579.82 | | 09 \$ 48,694.44 | | | |
| | | | | | | | 4800 | | Office of Emergency Management | | RECLASSIFICATION | |
| 02 \$ 56,431.69 | 02 \$ 67,989.66 | Internal Equity | | | | | | | | | | |
| 03 \$ 59,117.77 | 03 \$ 71,048.85 | Misclassification | | | | | | | | | | |
| 04 \$ 61,746.92 | 04 \$ 74,171.05 | No Incumbent | | | | | | | | | | |
| 05 \$ 64,721.45 | 05 \$ 77,237.59 | | | | | | | | | | | |
| 7990 | Family Care | RECLASSIFICATION | RN 2 Family Care 00044891000003 | Placement Team Specialist | 1 | 18N | 01 \$ 56,527.95 | 24 | 01 \$ 48,768.81 | X | Immediate Recruitment Need | 4/15/2015 |
| | | | | | | | 02 \$ 59,894.85 | | 02 \$ 50,633.90 | | Internal Equity | |
| | | | | | | | 03 \$ 62,882.98 | | 03 \$ 52,494.37 | | Misclassification | |
| | | | | | | | 04 \$ 65,580.94 | | 04 \$ 54,355.26 | | No Incumbent | |
| | | | | | | | 05 \$ 68,569.28 | | 05 \$ 56,815.30 | | Red Circled | |
| | | | | | | | 06 \$ 69,929.39 | | | | Retention | |
| | | | | | | | 07 \$ 71,312.18 | | | | Other: | |
| | | | | | | | 08 \$ 72,516.08 | | | | | |
| | | | | | | | 09 \$ 73,720.19 | | | | | |
| 7990 | Family Care | RECLASSIFICATION | Clerical Asst 1 00000042000190 - 187 | Secretarial Assistant | 2 | 03P | 01 \$ 28,408.07 | 04P | 01 \$ 30,337.86 | X | Immediate Recruitment Need | 4/15/2015 |
| | | | | | | | 02 \$ 29,410.78 | | 02 \$ 31,408.64 | | Internal Equity | |
| | | | | | | | 03 \$ 30,413.07 | | 03 \$ 32,479.42 | | Misclassification | |
| | | | | | | | 04 \$ 31,415.99 | | 04 \$ 33,550.20 | | No Incumbent | |
| | | | | | | | 05 \$ 32,418.92 | | 05 \$ 34,620.97 | | Red Circled | |
| | | | | | | | 06 \$ 33,421.42 | | 06 \$ 35,691.75 | | Retention | |
| | | | | | | | 07 \$ 34,424.34 | | 07 \$ 36,762.32 | | Other: | |
| | | | | | | | 08 \$ 35,426.63 | | 08 \$ 37,832.89 | | | |
| | | | | | | | 09 \$ 36,429.55 | | 09 \$ 38,904.30 | | | |
| 7990 | Family Care | RECLASSIFICATION | Health Care Plan Specialist II 00004950000020 | Quality Assurance Specialist | 1 | 15 | 01 \$ 36,814.00 | 16C | 01 \$ 34,132.75 | X | Immediate Recruitment Need | 4/15/2015 |
| | | | | | | | 02 \$ 37,856.21 | | 02 \$ 34,928.53 | | Internal Equity | |
| | | | | | | | 03 \$ 38,861.86 | | 03 \$ 35,724.10 | | Misclassification | |
| | | | | | | | 04 \$ 40,051.12 | | 04 \$ 36,814.00 | | No Incumbent | |
| | | | | | | | 05 \$ 41,183.03 | | 05 \$ 37,856.21 | | | |
| | | | | | | | | | 06 \$ 38,861.86 | | | |
| | | | | | | | | | 07 \$ 40,051.12 | | | |
| | | | | | | | | | 08 \$ 41,183.03 | | | |
| | | | | | | | | | 09 \$ 42,375.45 | | | |
| | | | | | | | | | 10 \$ 44,016.38 | | | |
| | | | | | | | | | 11 \$ 45,772.02 | | | |
| | | | | | | | | | 12 \$ 47,640.05 | | | |
| | | | | | | | | | 13 \$ 49,191.28 | | | |
| | | | | | | | | | 14 \$ 50,809.74 | | | |
| | | | | | | | | | 15 \$ 52,734.49 | | | |
| | | | | | | | | | 16 \$ 53,721.87 | | | |
| | | | | | | | | | 17 \$ 54,677.10 | | | |

**Finance, Personnel & Audit Committee Meeting
Compensation Report
May 2015**

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 / JOBCODE & POSITION # | RECOMMENDED TITLE / JOBCODE & POSITION # | NO. POSITIONS | CURRENT | | RECOMMENDED | | INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement. | Effective Date | |
|-----------------|-----------------|---------------------|---|--|------------------|--------------|--------------------|-----------------|---------------------|--|-----------------|---------------------|
| | | | | | | PAY RANGE | ANNUAL PAY RATE | PAY RANGE | ANNUAL PAY RATE | | | |
| 8000 | DHHS | RECLASSIFICATION | Senior Executive Assistant 0000102000005 | Executive Assistant | 1 | 07PM | 01 \$ 37,972.59 | 22M | 01 \$ 44,879.18 | Immediate Recruitment Need | 4/15/2015 | |
| | | | | | | | 02 \$ 39,313.32 | | 02 \$ 46,710.45 | | | Internal Equity |
| | | | | | | | 03 \$ 40,653.21 | | 03 \$ 48,231.43 | | | X Misclassification |
| | | | | | | | 04 \$ 41,993.52 | | 04 \$ 49,818.37 | | | No Incumbent |
| | | | | | | | 05 \$ 43,333.41 | | 05 \$ 51,705.73 | | | Red Circled |
| | | | | | | | 06 \$ 44,673.72 | | | | | Retention |
| | | | | | | | 07 \$ 46,014.03 | | | | | Other: |
| | | | | | | | 08 \$ 47,353.92 | | | | | |
| | | | | | | | 09 \$ 48,694.44 | | | | | |
| | | | | | | | 8000 | | DHHS | | | RECLASSIFICATION |
| 02 \$ 56,431.69 | 02 \$ 59,111.89 | Internal Equity | | | | | | | | | | |
| 03 \$ 59,117.77 | 03 \$ 61,740.20 | X Misclassification | | | | | | | | | | |
| 04 \$ 61,746.92 | 04 \$ 64,714.93 | X No Incumbent | | | | | | | | | | |
| 05 \$ 64,721.45 | 05 \$ 67,626.85 | Red Circled | | | | | | | | | | |
| 8000 | DHHS | RECLASSIFICATION | Housing Prog Asst Rehab 0000801000002 | Housing Navigator | 1 | 16z | 01 \$ 37,972.59 | 19 | 01 \$ 44,879.18 | Immediate Recruitment Need | 4/15/2015 | |
| | | | | | | | 02 \$ 39,313.32 | | 02 \$ 46,710.45 | | | Internal Equity |
| | | | | | | | 03 \$ 40,653.21 | | 03 \$ 48,231.43 | | | X Misclassification |
| | | | | | | | 04 \$ 41,993.52 | | 04 \$ 49,818.37 | | | X No Incumbent |
| | | | | | | | 05 \$ 43,333.41 | | 05 \$ 51,705.73 | | | Red Circled |
| | | | | | | | 06 \$ 44,673.72 | | | | | Retention |
| | | | | | | | 07 \$ 46,014.03 | | | | | Other: |
| | | | | | | | 08 \$ 47,353.92 | | | | | |
| | | | | | | | 09 \$ 48,694.44 | | | | | |
| | | | | | | | 8000 | | DHHS | | | RECLASSIFICATION |
| 02 \$ 39,313.32 | 02 \$ 46,710.45 | Internal Equity | | | | | | | | | | |
| 03 \$ 40,653.21 | 03 \$ 48,231.43 | X Misclassification | | | | | | | | | | |
| 04 \$ 41,993.52 | 04 \$ 49,818.37 | X No Incumbent | | | | | | | | | | |
| 05 \$ 43,333.41 | 05 \$ 51,705.73 | Red Circled | | | | | | | | | | |
| 06 \$ 44,673.72 | | Retention | | | | | | | | | | |
| 07 \$ 46,014.03 | | Other: | | | | | | | | | | |
| 08 \$ 47,353.92 | | | | | | | | | | | | |
| 09 \$ 48,694.44 | | | | | | | | | | | | |
| 8000 | DHHS | RECLASSIFICATION | Human Ser Wkr 00056300000166 | Outreach Services Manager | 1 | 16C | | 01 \$ 34,132.75 | | 33M | 01 \$ 67,633.79 | |
| | | | | | | | 02 \$ 34,928.53 | 02 \$ 70,605.58 | Internal Equity | | | |
| | | | | | | | 03 \$ 35,724.10 | 03 \$ 73,524.85 | X Misclassification | | | |
| | | | | | | | 04 \$ 36,814.00 | 04 \$ 77,066.59 | X No Incumbent | | | |
| | | | | | | | 05 \$ 37,856.21 | 05 \$ 80,609.59 | Red Circled | | | |
| | | | | | | | 06 \$ 38,861.86 | | Retention | | | |
| | | | | | | | 07 \$ 40,051.12 | | Other: | | | |
| | | | | | | | 08 \$ 41,183.03 | | | | | |
| | | | | | | | 09 \$ 42,375.45 | | | | | |
| | | | | | | | 10 \$ 44,016.38 | | | | | |
| | | | | | | | 11 \$ 45,772.02 | | | | | |
| | | | | | | | 12 \$ 47,640.05 | | | | | |
| | | | | | | | 13 \$ 49,191.28 | | | | | |
| | | | | | | | 14 \$ 50,809.74 | | | | | |
| | | | | | | | 15 \$ 52,734.49 | | | | | |
| | | | | | | | 16 \$ 53,721.87 | | | | | |
| | | | | | | | 17 \$ 54,677.10 | | | | | |
| 9500 | Zoo | RECLASSIFICATION | Admin Spec - Zoo 00000088000005 | Contractor and Compliance Manager | 1 | 07P | 01 \$ 38,728.25 | 28M | 01 \$ 55,707.12 | Immediate Recruitment Need | 4/15/2015 | |
| | | | | | | | 02 \$ 40,095.66 | | 02 \$ 56,431.69 | | | Internal Equity |
| | | | | | | | 03 \$ 41,462.23 | | 03 \$ 59,117.77 | | | X Misclassification |
| | | | | | | | 04 \$ 42,829.22 | | 04 \$ 61,746.92 | | | X No Incumbent |
| | | | | | | | 05 \$ 44,195.79 | | 05 \$ 64,721.45 | | | Red Circled |
| | | | | | | | 06 \$ 45,562.78 | | | | | Retention |
| | | | | | | | 07 \$ 46,929.77 | | | | | Other: |
| | | | | | | | | | | | | |

**Finance, Personnel & Audit Committee Meeting
Compensation Report
May 2015**

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(Reclassifications, Advancements Within The Pay Range and Reallocations)
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| HIGH/LOW ORG | REQUESTOR | ORDINANCE TYPE | CURRENT TITLE / JOBCODE & POSITION # | RECOMMENDED TITLE / JOBCODE & POSITION # | NO. POSITIONS | CURRENT | | RECOMMENDED | | INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement. | Effective Date |
|-----------------|-----------|----------------|--|--|------------------|--------------|--------------------|--------------|--------------------|--|----------------|
| | | | | | | PAY RANGE | ANNUAL PAY RATE | PAY RANGE | ANNUAL PAY RATE | | |
| | | | | | | | 08 \$ 48,296.34 | | | | |
| | | | | | | | 09 \$ 49,663.33 | | | | |

RECLASS
DAS FISCAL FORM
4/27/2015

RECLASSIFICATION DAS FISCAL FORM
 Department: Human Resources
 Date of Reclassification Request: 4/15/2015
 Date of Anticipated Reclassification: 5/14/2015

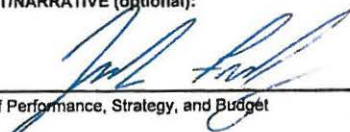
| Item | Org Unit | Low Org | Title Code | Position Name | Pay Range | Step | No. of Positions | FTEs | Hrly Rate | Biweekly Salary | Social Security | Fringe Benefits** | Pay Periods Remaining | 2014 total | Annual Total |
|----------------------------|----------|---------|------------|----------------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|------------|--------------|
| EXISTING POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 1140 | 1142 | 00005786 | Assistant Compensation/HRIS | 06PM | 02 | 1 | 1.0 | 17.30 | 1,384 | 106 | 682 | 16 | 34,747 | 56,463 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 34,747 | 56,463 |
| RECLASSIFIED POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 1140 | 1142 | TBD | Assistant Compensation/HRIS Lead | 07PM | 01 | 1 | 1.0 | 18.26 | 1,460 | 112 | 690 | 16 | 36,191 | 58,811 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 36,191 | 58,811 |
| | | | | | | | | | | | | | TOTAL COST: | 1,444 | 2,347 |

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional):



 Director of Performance, Strategy, and Budget

4-27-15

 DATE

RECLASS
DAS FISCAL FORM
5/7/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Emergency Management
Date of Reclassification Request: 5/7/2015
Date of Anticipated Reclassification: 5/14/2015


| 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 | 2014 total | Annual Total |
|----------------------------|----------|---------|------------|-----------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|------------|--------------|
| EXISTING POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 4800 | 4843 | 54840 | EMS Informatics | 28M | 05 | 1 | 1.0 | 31.12 | 2,489 | 190 | 801 | 13 | 45,247 | 90,495 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 45,247 | 90,495 |
| RECLASSIFIED POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 4800 | 4843 | tbd | Manager, 911 Communications | 31 | 01 | 1 | 1.0 | 31.18 | 2,495 | 191 | 801 | 13 | 45,332 | 90,664 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 45,332 | 90,664 |
| | | | | | | | | | | | | | TOTAL COST: | 85 | 170 |

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional):


Office of Performance, Strategy, and Budget

5/7/2015
DATE

RECLASS
DAS FISCAL FORM
4/23/2015

RECLASSIFICATION DAS FISCAL FORM
Department: Family Care
Date of Reclassification Request: 4/15/2015
Date of Anticipated Reclassification: 5/14/2015

| 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 | 2014 total | Annual Total |
|----------------------------|----------|---------|------------|------------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|------------|--------------|
| EXISTING POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 7990 | 7994 | 00044891 | RN2 Family Care | 18N | 01 | 1 | 1.0 | 27.18 | 2,174 | 166 | 767 | 16 | 49,717 | 80,789 |
| 2 | 7990 | 7993 | 00000042 | Clerical Specialist 1 | 03P | 01 | 2 | 1.0 | 13.66 | 1,093 | 84 | 650 | 16 | 58,439 | 94,963 |
| 3 | 7990 | 7992 | 00004950 | Health Care Plan Specialist | 15 | 01 | 1 | 1.0 | 17.70 | 1,416 | 108 | 685 | 16 | 35,347 | 57,438 |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 143,502 | 233,190 |
| RECLASSIFIED POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 7990 | 7994 | TBD | Placement Team Specialist | 24 | 01 | 1 | 1.0 | 23.45 | 1,876 | 143 | 735 | 16 | 44,061 | 71,599 |
| 2 | 7990 | 7993 | TBD | Secretarial Assistant | 04P | 01 | 2 | 1.0 | 14.59 | 1,167 | 89 | 658 | 16 | 61,252 | 99,534 |
| 3 | 7990 | 7992 | TBD | Quality Assurance Specialist | 16C | 01 | 1 | 1.0 | 16.41 | 1,313 | 100 | 674 | 16 | 33,392 | 54,262 |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 138,705 | 225,395 |
| | | | | | | | | | | | | | TOTAL COST: | (4,797) | (7,795) |

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

4-23-15

DATE

RECLASS
DAS FISCAL FORM
4/24/2015

RECLASSIFICATION DAS FISCAL FORM
Department: DHHS
Date of Reclassification Request: 4/15/2015
Date of Anticipated Reclassification: 5/14/2015

| 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 | 2014 total | Annual Total |
|----------------------------|----------|---------|------------|---------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|------------|--------------|
| EXISTING POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 8000 | 8110 | 00000102 | Sr. Executive Asst. | 07PM | 01 | 1 | 1.0 | 18.26 | 1,460 | 112 | 690 | 16 | 36,191 | 58,811 |
| 2 | 8000 | 8524 | 00008400 | Housing & Dev Prog Coord | 28M | 01 | 1 | 1.0 | 26.78 | 2,143 | 164 | 763 | 16 | 49,118 | 79,817 |
| 3 | 8000 | 8524 | 00008010 | Housing Prog Asst Rehab | 16Z | 01 | 1 | 1.0 | 16.65 | 1,332 | 102 | 676 | 16 | 33,756 | 54,853 |
| 4 | 8000 | 8306 | 00004463 | Fiscal Analyst-Supv | 16Z | 01 | 1 | 1.0 | 16.65 | 1,332 | 102 | 676 | 16 | 33,756 | 54,853 |
| | 8000 | 8361 | 00056300 | Human Services Worker | 16C | 01 | 1 | 1.0 | 16.41 | 1,313 | 100 | 674 | 16 | 33,392 | 54,262 |
| | | | | | | | | | | | | | SUBTOTAL: | 186,213 | 302,597 |
| RECLASSIFIED POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 8000 | 8110 | 00000102 | Sr. Executive Asst. | 22M | 01 | 1 | 1.0 | 21.58 | 1,726 | 132 | 718 | 16 | 41,225 | 66,991 |
| 3 | 8000 | 8524 | TBD | Housing Program Evaluator | 29 | 01 | 1 | 1.0 | 27.13 | 2,170 | 166 | 766 | 16 | 49,642 | 80,669 |
| 4 | 8000 | 8524 | TBD | Housing Navigator | 19 | 01 | 1 | 1.0 | 19.80 | 1,584 | 121 | 703 | 16 | 38,531 | 62,613 |
| | 8000 | 8306 | TBD | Housing Navigator | 19 | 01 | 1 | 1.0 | 19.80 | 1,584 | 121 | 703 | 16 | 38,531 | 62,613 |
| | 8000 | 8361 | TBD | Outreach Services Mgr | 33M | 01 | 1 | 1.0 | 32.52 | 2,601 | 199 | 813 | 16 | 57,812 | 93,944 |
| | | | | | | | | | | | | | SUBTOTAL: | 225,742 | 366,830 |
| | | | | | | | | | | | | | TOTAL COST: | 39,528 | 64,234 |

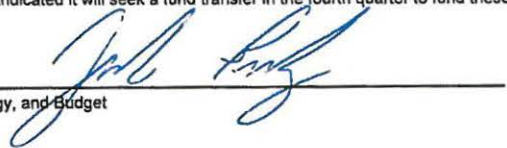
* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): The Department has sufficient funding for the reclassification of the Sr. Executive Assistant. All other positions are presently unfunded; the newly-reclassified positions are also unfunded. The Department has indicated it will seek a fund transfer in the fourth quarter to fund these positions, or may identify other sources of funding.

Director of Performance, Strategy, and Budget



4-24-15

DATE

RECLASS
DAS FISCAL FORM
4/23/2015

RECLASSIFICATION DAS FISCAL FORM
 Department: Zoo
 Date of Reclassification Request: 4/15/2015
 Date of Anticipated Reclassification: 5/14/2015

| 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 | 2014 total | Annual Total |
|----------------------------|----------|---------|------------|-----------------------------------|-----------|------|------------------|------|-----------|-----------------|-----------------|-------------------|-----------------------|------------|--------------|
| EXISTING POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 9500 | 9521 | 00000088 | Admin Specialist - Zoo | 07PM | 01 | 1 | 1.0 | 18.62 | 1,490 | 114 | 693 | 16 | 36,743 | 59,707 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 36,743 | 59,707 |
| RECLASSIFIED POSITION(S)*: | | | | | | | | | | | | | | | |
| 1 | 9500 | 9521 | 00000088 | Contractor and Compliance Manager | 28M | 01 | 1 | 1.0 | 26.78 | 2,143 | 164 | 763 | 16 | 49,118 | 79,817 |
| 2 | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | |
| 4 | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | SUBTOTAL: | 49,118 | 79,817 |
| | | | | | | | | | | | | | TOTAL COST: | 12,375 | 20,110 |

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional):


 Director of Performance, Strategy, and Budget

4-23-15
 DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
May 2015**

^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 |
|-------------------|----------|-----------------------------------|------------------------|-----------|--------------|-----------------------|----------------------------|----------------|----------------|---|
| HOC | 4300 | Analyst Management and Budget | N/A | 26M | 1 | 22.989216 | \$ 47,817.57 | 3 | 04/01/2015 | New Hire Appointment 1 years of related experience |
| | | | | | 2 | 23.868118 | \$ 49,645.69 | | | |
| | | | | | 3 | 24.745404 | \$ 51,470.44 | | | |
| | | | | | 4 | 25.622387 | \$ 53,294.56 | | | |
| | | | | | 5 | 26.782271 | \$ 55,707.12 | | | |
| District Attorney | 4500 | Clerical Asst. I | N/A | 03P | 1 | 13.657725 | \$ 28,408.07 | 2 | 04/03/2015 | New Hire Appointment 25 years of related experience |
| | | | | | 2 | 14.139798 | \$ 29,410.78 | | | |
| | | | | | 3 | 14.621669 | \$ 30,413.07 | | | |
| | | | | | 4 | 15.103843 | \$ 31,415.99 | | | |
| | | | | | 5 | 15.586017 | \$ 32,418.92 | | | |
| | | | | | 6 | 16.067989 | \$ 33,421.42 | | | |
| | | | | | 7 | 16.550163 | \$ 34,424.34 | | | |
| | | | | | 8 | 17.032034 | \$ 35,426.63 | | | |
| | | | | | 9 | 17.514208 | \$ 36,429.55 | | | |
| DCSD | 8000 | Office Management Supervisor | N/A | 24M | 1 | 22.989216 | \$ 47,817.57 | 2 | 03/17/2015 | New Hire Appointment 18 years of related experience |
| | | | | | 2 | 23.868118 | \$ 49,645.69 | | | |
| | | | | | 3 | 24.745404 | \$ 51,470.44 | | | |
| | | | | | 4 | 25.622387 | \$ 53,294.56 | | | |
| | | | | | 5 | 26.782271 | \$ 55,707.12 | | | |
| DHHS | 8000 | Community Intervention Specialist | N/A | 24 | 1 | 23.446544 | \$ 48,768.81 | 2 | 03/27/2015 | New Hire Appointment 2 years of related experience |
| | | | | | 2 | 24.343222 | \$ 50,633.90 | | | |
| | | | | | 3 | 25.237678 | \$ 52,494.37 | | | |
| | | | | | 4 | 26.132336 | \$ 54,355.26 | | | |
| | | | | | 5 | 27.315046 | \$ 56,815.30 | | | |
| DHHS | 8000 | Housing Program Assistant | N/A | 16Z | 1 | 16.64985 | \$ 34,631.69 | 5 | 04/08/2015 | New Hire Appointment 4 years of related experience |
| | | | | | 2 | 17.17505 | \$ 35,724.10 | | | |
| | | | | | 3 | 17.699038 | \$ 36,814.00 | | | |
| | | | | | 4 | 18.200099 | \$ 37,856.21 | | | |
| | | | | | 5 | 18.683586 | \$ 38,861.86 | | | |
| | | | | | 6 | 19.255347 | \$ 40,051.12 | | | |
| | | | | | 7 | 19.799535 | \$ 41,183.03 | | | |
| | | | | | 8 | 20.372811 | \$ 42,375.45 | | | |
| | | | | | 9 | 21.161722 | \$ 44,016.38 | | | |
| Parks | 9000 | Contract Services Officer | N/A | 30M | 1 | 28.422006 | \$ 59,117.77 | 5 | 04/06/2015 | New Hire Appointment 3 years of related experience |
| | | | | | 2 | 29.686021 | \$ 61,746.92 | | | |
| | | | | | 3 | 31.11608 | \$ 64,721.45 | | | |
| | | | | | 4 | 32.516243 | \$ 67,633.79 | | | |
| | | | | | 5 | 33.944989 | \$ 70,605.58 | | | |

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
May 14, 2015

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

Dual Employment Report
Finance, Personnel & Audit Committee Meeting
May 14, 2015

| <u>Organizational Unit</u> | <u>Name</u> | <u>Current Classification</u> | <u>Current Pay Range</u> | <u>Dual Employment</u> | <u>Dual Employment Pay Range</u> |
|----------------------------|-------------|-------------------------------|--------------------------|------------------------|----------------------------------|
|----------------------------|-------------|-------------------------------|--------------------------|------------------------|----------------------------------|

Currently, there are no "Dual Employments" to report.

Emergency Appointment Report
Finance, Personnel & Audit Committee Meeting
May 14, 2015

| Requestor | Dept | Last Name | First Name | Title Description | Employee Class | Status | Emergency Appt Date | Pay Range |
|-----------|------|-----------|------------|---------------------|----------------|--------|---------------------|-----------|
| Courts | 2806 | Yee | Samantha | Clerical Specialist | F | A | 10/27/2014 | 05PM |
| Courts | 2836 | Williams | Lynn | Clerical Specialist | F | A | 4/15/2013 | 05PM |

Temporary Appointment Report
Finance, Personnel & Audit Committee Meeting
May 14, 2015

| Requestor | Dept | Last Name | First Name | Title Code | Title Description | Emp Class | Status | # of Hours in Payroll Period | Temporary Appt Date | Appt Type |
|------------------|------|-----------|------------|------------|--------------------|-----------|--------|------------------------------|---------------------|-----------|
| DOT-Highway Mtce | 5120 | Blain | Ricky | 32610 | Highway Mtce Wkr 1 | A | F | 80 | 11/3/2014 | TA |
| DOT-Highway Mtce | 5160 | Sazama | Rory | 32610 | Highway Mtce Wkr 1 | A | F | 80 | 11/10/2014 | TA |
| DOT-Highway Mtce | 5110 | Stewart | Demetrius | 32610 | Highway Mtce Wkr 1 | A | F | 80 | 11/10/2014 | TA |
| DOT-Highway Mtce | 5140 | Treonis | John | 32610 | Highway Mtce Wkr 1 | A | F | 80 | 11/16/2014 | TA |
| DOT-Highway Mtce | 5160 | VanAacken | Kevin | 32610 | Highway Mtce Wkr 1 | A | F | 80 | 11/24/2014 | TA |

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
May 14, 2015

| DEPT | FIRST NAME | LAST NAME | CURRENT JOB TITLE | OLD PAY RANGE | NEW PAY RANGE | TAHC JOB TITLE | ORIG START | EXTENDED/ NEW DATE | END DATE | TYPE OF EXT | REASON |
|-------------|------------|------------|-----------------------------|---------------|---------------|-------------------------------|------------|--------------------|-----------|-------------|------------------------|
| MCSO | Daniel | Dittberner | Deputy Sheriff | 17BZ | 22B | Deputy Sheriff Sergeant | 8/21/2014 | 2/17/2015 | 5/17/2015 | * | Incumbent resigned |
| MCSO | Daniel | Carroll | CO 1 | 14Z | 23CM | CO Lieutenant | 3/11/2015 | | 6/7/2015 | | Incumbent promoted |
| OEM | Mark | Destefanis | Comm Hwy Dis | 15BZ | 17 | Comm Lead Dispatcher | 4/11/2015 | | 6/29/2015 | | Incumbent FMLA |
| OEM | Susan | Robinson | Mapping Sys Spec | 20 | 28M | Comm Div Spvr | 4/1/2015 | | 6/29/2015 | | Vacant position |
| DHHS | Sylvia | Cruz | Clerical Asst 1 | 03P | 15 | Quality AssurTech | 2/16/2015 | | 5/15/2015 | | Vacant position |
| DHHS | Janet | Wegher | Secretary | 05P | 6PM | Admin Asst | 2/16/2015 | | 5/16/2015 | | Vacant position |
| DHHS | Danyelle | Brock | HSW-Juv Justi ce | 16C | 26M | Human Service Supvr | 12/15/2014 | 3/14/2015 | 6/11/2015 | * | Incumbent new position |
| HR | Maria | Santillan | HR Analyst BL | 17JM | 30M | HR Coordinator | 4/13/2015 | | 7/11/2015 | | Vacant position |
| Family Care | Shakita | LaGrant | Coord.-Quality Assurance | 27 | 29M | Prog Coord-Enroll/Eligibility | 2/16/2015 | | 5/16/2015 | | Incumbent on leave |
| Family Care | Elizabeth | Teske | Service Provider Train Spec | 23 | 27 | Contract Service Coord | 1/5/2015 | 4/5/2015 | 7/3/2015 | * | Incumbent Retiring |
| Airport | Alicia | Arnell | Airport Mtce Wkr Asst | 10Z | 20M | Facilities Supv | 1/15/2015 | 4/15/2015 | 7/13/2015 | * | Incumbent retired |
| Zoo | Kara | DeLanty | Zookeeper | 15 | 17A | Zoo Area Supv | 3/16/2015 | | 6/13/2015 | | Incumbent promoted |
| Parks | Paul | Biersack | Natural Resources Tech | 15Z | 21 | Nat Resources Tech IC | 2/23/2015 | | 5/22/2015 | | Incumbent promoted |

*The TAHC has been extended by the Director of DHR. The County Board of Supervisors and the County Executive must approve the second extension to a vacant unclassified position through adoption of a resolution.