


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

**DATE** : May 22, 2014

**To** : Committee on Finance, Personnel & Audit

**FROM** : Rick Ceschin, Deputy Director of Human Resources 

**SUBJECT** : **Informational Report for 06/20/2014**  
**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 21, 2014)

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 20, 2014 Finance, Personnel & Audit Committee Meeting for informational purposes.

RC:jam

Copy: HR Managers

### Finance, Personnel & Audit Committee Meeting Compensation Report JUNE 2014

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		RECOMMENDED		NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #	PAY RANGE	ANNUAL PAY RATE		PAY RANGE	ANNUAL PAY RATE				
1130	Corporation Counsel	RECLASSIFICATION	Executive Assistant Corp Couns 00000060000001	Executive Assistant 00000800	1	06PM	01	\$ 34,420.26	25M	01	\$ 49,154.14	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 35,634.77		02	\$ 50,960.83		
							03	\$ 36,849.90		03	\$ 52,766.90		x
							04	\$ 38,064.62		04	\$ 55,155.57		
							05	\$ 39,279.55		05	\$ 55,872.96		
							06	\$ 40,494.06					
							07	\$ 41,709.41					
							08	\$ 42,924.13					
							09	\$ 44,138.43					
1130	Corporation Counsel	RECLASSIFICATION	Paralegal-Corp Counsel 00059950000003	Paralegal 00000800	1	19LM	01	\$ 37,726.21	24M	01	\$ 47,344.13	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 39,424.11		02	\$ 49,154.14		
							03	\$ 41,198.14		03	\$ 50,960.83		x
							04	\$ 43,052.26		04	\$ 52,766.90		
							05	\$ 44,989.36		05	\$ 55,155.57		
							06	\$ 47,013.41					
							07	\$ 49,129.39					
							08	\$ 51,193.79					
1130	Corporation Counsel	RECLASSIFICATION	Paralegal-Corp Counsel 00059950000001, 2	Paralegal 00000800	2	19LM	01	\$ 37,726.21	24M	01	\$ 47,344.13	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 39,424.11		02	\$ 49,154.14		
							03	\$ 41,198.14		03	\$ 50,960.83		x
							04	\$ 43,052.26		04	\$ 52,766.90		
							05	\$ 44,989.36		05	\$ 55,155.57		
							06	\$ 47,013.41					
							07	\$ 49,129.39					
							08	\$ 51,193.79					
1140	Human Resources	RECLASSIFICATION	Clerical Asst 1 Nr 00000015000009	Receptionist TBD	1	03PM	01	\$ 27,854.09	04PM	01	\$ 29,746.28	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 28,837.26		02	\$ 30,796.05		
							03	\$ 29,820.02		03	\$ 31,845.82		x
							04	\$ 30,803.19		04	\$ 32,895.80		
							05	\$ 31,786.36		05	\$ 33,945.78		
							06	\$ 32,769.33		06	\$ 34,995.34		
							07	\$ 33,752.50		07	\$ 36,045.32		
							08	\$ 34,735.47		08	\$ 37,094.67		
							09	\$ 35,718.85		09	\$ 38,145.07		
1140	Human Resources	RECLASSIFICATION	Clerical Spec Nr 00000032000001	Traning & Development Assistant TBD	1	05PM	01	\$ 32,049.59	06PM	01	\$ 34,764.46	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 33,180.46		02	\$ 35,991.12		
							03	\$ 34,311.95		03	\$ 37,218.40		x
							04	\$ 35,442.81		04	\$ 38,445.27		
							05	\$ 36,574.51		05	\$ 39,672.35		
							06	\$ 37,704.74		06	\$ 40,899.00		
							07	\$ 38,836.23		07	\$ 42,126.50		
							08	\$ 39,967.30		08	\$ 43,353.37		
							09	\$ 41,098.37		09	\$ 44,579.62		

### Finance, Personnel & Audit Committee Meeting Compensation Report JUNE 2014

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.
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
1140	Human Resources	RECLASSIFICATION	Senior Exec Asst DHR - EM Bnfs 0000411991	Senior Executive Assistant	1	22M	01 \$ 44,879.18	28M	01 \$ 55,707.00	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 46,710.45		02 \$ 56,431.69	
							03 \$ 48,231.43		03 \$ 59,117.77 x	
							04 \$ 49,818.37		04 \$ 61,746.92	
							05 \$ 51,705.73		05 \$ 64,721.45	
2000 /2836	Courts	RECLASSIFICATION	Fiscal Asst 2 00004041000001, 76	Accounting Assistant TBD	2	04P	01 \$ 30,337.86	14	01 \$ 35,724.10	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 31,408.64		02 \$ 36,814.00	
							03 \$ 32,479.42		03 \$ 37,856.21 x	
							04 \$ 33,550.20		04 \$ 38,861.86 x	
							05 \$ 34,620.97		05 \$ 40,051.12	
							06 \$ 35,691.75			
							07 \$ 36,762.32			
							08 \$ 37,832.89			
							09 \$ 38,904.30			
2000 /2836	Courts	RECLASSIFICATION	Fiscal Asst 2 00004041000011, 80	Accounting Assistant TBD	2	04P	01 \$ 30,337.86	14	01 \$ 35,724.10	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 31,408.64		02 \$ 36,814.00	
							03 \$ 32,479.42		03 \$ 37,856.21 x	
							04 \$ 33,550.20		04 \$ 38,861.86	
							05 \$ 34,620.97		05 \$ 40,051.12	
							06 \$ 35,691.75			
							07 \$ 36,762.32			
							08 \$ 37,832.89			
							09 \$ 38,904.30			
2000 /2836	Courts	RECLASSIFICATION	Fiscal Asst 2 00004041000010	Accounting Assistant TBD	1	04P	01 \$ 30,337.86	14	01 \$ 35,724.10	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 31,408.64		02 \$ 36,814.00	
							03 \$ 32,479.42		03 \$ 37,856.21 x	
							04 \$ 33,550.20		04 \$ 38,861.86	
							05 \$ 34,620.97		05 \$ 40,051.12	
							06 \$ 35,691.75			
							07 \$ 36,762.32			
							08 \$ 37,832.89			
							09 \$ 38,904.30			
2000 /2836	Courts	RECLASSIFICATION	Fiscal Asst 2 00004041000014	Accounting Assistant TBD	1	04P	01 \$ 30,337.86	14	01 \$ 35,724.10	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 31,408.64		02 \$ 36,814.00	
							03 \$ 32,479.42		03 \$ 37,856.21 x	
							04 \$ 33,550.20		04 \$ 38,861.86	
							05 \$ 34,620.97		05 \$ 40,051.12	
							06 \$ 35,691.75			
							07 \$ 36,762.32			
							08 \$ 37,832.89			
							09 \$ 38,904.30			

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
2000/ 2811	Courts	RECLASSIFICATION	Accountant 2 00004200000015	Associate Accountant 00004201	1	17	01 \$ 38,861.86	20	01 \$ 42,375.45	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 40,051.12		02 \$ 44,016.38	
							03 \$ 41,183.03		03 \$ 45,772.02 <b>x</b>	
							04 \$ 42,375.45		04 \$ 47,640.05	
							05 \$ 44,016.38		05 \$ 49,191.28	
2000/ 2836	Courts	RECLASSIFICATION	Accountant 1 00004100000009	Accountant 00004363	1	14	01 \$ 35,724.10	25M	01 \$ 49,645.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 36,814.00		02 \$ 51,470.44	
							03 \$ 37,856.21		03 \$ 53,294.56 <b>x</b>	
							04 \$ 38,861.86		04 \$ 55,707.12 <b>x</b>	
							05 \$ 40,051.12		05 \$ 56,431.69	
2000/ 2836	Courts	RECLASSIFICATION	Accountant 1 00004100000002	Accountant 00004363	1	14	01 \$ 35,724.10	25M	01 \$ 49,645.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 36,814.00		02 \$ 51,470.44	
							03 \$ 37,856.21		03 \$ 53,294.56 <b>x</b>	
							04 \$ 38,861.86		04 \$ 55,707.12	
							05 \$ 40,051.12		05 \$ 56,431.69	
2000/ 2811	Courts	RECLASSIFICATION	Accountant 3 00004300000014	Accountant 00004363	1	21	01 \$ 44,016.38	25M	01 \$ 49,645.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 45,772.02		02 \$ 51,470.44	
							03 \$ 47,640.05		03 \$ 53,294.56 <b>x</b>	
							04 \$ 49,191.28		04 \$ 55,707.12	
							05 \$ 50,809.74		05 \$ 56,431.69	
2000/ 2811	Courts	RECLASSIFICATION	Adm Asst 3-Courts 00010771000001	Budget and Management Analyst 00012223	1	26	01 \$ 52,494.37	26M	01 \$ 51,470.44	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 54,355.26		02 \$ 53,294.56	
							03 \$ 56,815.30		03 \$ 55,707.12 <b>x</b>	
							04 \$ 59,281.00		04 \$ 56,431.69	
							05 \$ 62,102.80		05 \$ 59,117.77	
2000/ 2839	Courts	RECLASSIFICATION	Accounting Coord - Courts 00004445000001	Accountant Supervisor 00004431	1	28M	01 \$ 55,707.12	31M	01 \$ 61,746.92	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 56,431.69		02 \$ 64,721.45	
							03 \$ 59,117.77		03 \$ 67,633.79 <b>x</b>	
							04 \$ 61,746.92		04 \$ 70,605.58	
							05 \$ 64,721.45		05 \$ 73,525.06	

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
2000 /2863	Courts	RECLASSIFICATION	Fiscal Asst 2 00004041000012	Clerical Courts Specialist TBD	1	4P	01 \$ 30,337.86	05P	01 \$ 32,687.19	Immediate Recruitment Need	
							02 \$ 31,408.64		02 \$ 33,840.74		Internal Equity
							03 \$ 32,479.42		03 \$ 34,994.71		Misclassification
							04 \$ 33,550.20		04 \$ 36,148.05		No Incumbent
							05 \$ 34,620.97		05 \$ 37,302.22		Red Circled
							06 \$ 35,691.75		06 \$ 38,455.35		Retention
							07 \$ 36,762.32		07 \$ 39,608.90		Other:
							08 \$ 37,832.89		08 \$ 40,762.87		
							09 \$ 38,904.30		09 \$ 41,916.00		
							2000 /2851		Courts		RECLASSIFICATION
02 \$ 33,840.74	02 \$ 36,707.07	Internal Equity									
03 \$ 34,994.71	03 \$ 37,959.15	Misclassification									
04 \$ 36,148.05	04 \$ 39,210.38	No Incumbent									
05 \$ 37,302.22	05 \$ 40,461.41	Red Circled									
06 \$ 38,455.35	06 \$ 41,712.85	Retention									
07 \$ 39,608.90	07 \$ 42,964.30	Other:									
08 \$ 40,762.87	08 \$ 44,215.96										
09 \$ 41,916.00	09 \$ 45,467.19										
2000 /2690	Courts	RECLASSIFICATION	Secretarial Asst Nr 00000067000002	Administrative Assistant 00001001	1	04PM		01 \$ 32,687.19		06P	
							02 \$ 33,840.74	02 \$ 36,707.07	Internal Equity		
							03 \$ 34,994.71	03 \$ 37,959.15	Misclassification		
							04 \$ 36,148.05	04 \$ 39,210.38	No Incumbent		
							05 \$ 37,302.22	05 \$ 40,461.41	Red Circled		
							06 \$ 38,455.35	06 \$ 41,712.85	Retention		
							07 \$ 39,608.90	07 \$ 42,964.30	Other:		
							08 \$ 40,762.87	08 \$ 44,215.96			
							09 \$ 41,916.00	09 \$ 45,467.19			
							2000 /2851	Courts	RECLASSIFICATION		Executive Assistant Courts 00000051000001
02 \$ 35,991.12	02 \$ 51,470.44	Internal Equity									
03 \$ 37,218.40	03 \$ 53,294.56	Misclassification									
04 \$ 38,445.27	04 \$ 55,707.12	No Incumbent									
05 \$ 39,672.35	05 \$ 56,431.69	Red Circled									
06 \$ 40,899.00		Retention									
07 \$ 42,126.50		Other:									
08 \$ 43,353.37											
09 \$ 44,579.82											
2000 /2811	Courts	RECLASSIFICATION	Admin Spec - Courts NR 00000075000013	Executive Assistant TBD	1	07PM				01 \$ 37,972.59	
							02 \$ 39,313.32	02 \$ 51,470.44	Internal Equity		
							03 \$ 40,653.21	03 \$ 53,294.56	Misclassification		
							04 \$ 41,993.52	04 \$ 55,707.12	No Incumbent		
							05 \$ 43,333.41	05 \$ 56,431.69	Red Circled		
							06 \$ 44,673.72		Retention		
							07 \$ 46,014.03		Other:		
							08 \$ 47,353.92				
							09 \$ 48,694.44				

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
2000/ 2843	Courts	RECLASSIFICATION	Admin Spec - Courts NR 0000075000012	Court Operations Supervisor TBD	1	07PM	01 \$ 37,972.59	24M	01 \$ 47,817.57	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 39,313.32		02 \$ 49,645.69	
							03 \$ 40,653.21		03 \$ 51,470.44	
							04 \$ 41,993.52		04 \$ 53,294.56	
							05 \$ 43,333.41		05 \$ 55,707.12	
							06 \$ 44,673.72			
							07 \$ 46,014.03			
							08 \$ 47,353.92			
							09 \$ 48,694.44			
2000 2811/2843/ 2836	Courts	RECLASSIFICATION	Admin Spec - Courts NR 00000075000010, 11, 19	Court Operations Supervisor	3	07PM	01 \$ 37,972.59	24M	01 \$ 47,817.57	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 39,313.32		02 \$ 49,645.69	
							03 \$ 40,653.21		03 \$ 51,470.44	
							04 \$ 41,993.52		04 \$ 53,294.56	
							05 \$ 43,333.41		05 \$ 55,707.12	
							06 \$ 44,673.72			
							07 \$ 46,014.03			
							08 \$ 47,353.92			
							09 \$ 48,694.44			
2000/ 2421	Courts	RECLASSIFICATION	Adm Asst 2-FCC 00000037000001	Office Management Supervisor TBD	1	22M	01 \$ 44,879.18	24M	01 \$ 47,817.57	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 46,710.45		02 \$ 49,645.69	
							03 \$ 48,231.43		03 \$ 51,470.44	
							04 \$ 49,818.37		04 \$ 53,294.56	
							05 \$ 51,705.73		05 \$ 55,707.12	
2000 /2812	Courts	RECLASSIFICATION	Jury Services Coord 00066010000001	Jury Services Manager TBD	1	26M	01 \$ 51,470.44	28M	01 \$ 55,707.12	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 53,294.56		02 \$ 56,431.69	
							03 \$ 55,707.12		03 \$ 59,117.77	
							04 \$ 56,431.69		04 \$ 61,746.92	
							05 \$ 59,117.77		05 \$ 64,721.45	
2000 /2811	Courts	RECLASSIFICATION	Human Res Mgr Courts 00076660000001	Senior Human Resources Generalist 00076636	1	914E	01 \$ 55,740.11	32M	01 \$ 64,721.45	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:
							02 \$ 58,527.03		02 \$ 67,633.79	
							03 \$ 61,313.74		03 \$ 70,605.58	
							04 \$ 64,100.24		04 \$ 73,524.85	
							05 \$ 66,887.58		05 \$ 77,066.59	
							06 \$ 68,977.46			
							07 \$ 71,067.54			
							08 \$ 72,461.63			

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2000 /2806	Courts	RECLASSIFICATION	Justice Center Coord 00008744000001	Justice Center Administrator TBD	1	33M	01 \$ 67,633.79	01 \$ 73,524.85	35M	Immediate Recruitment Need	
							02 \$ 70,605.58	02 \$ 77,066.59			x
							03 \$ 73,524.85	03 \$ 80,609.59			
							04 \$ 77,066.59	04 \$ 84,095.23			
							05 \$ 80,609.59	05 \$ 87,640.12			
Other:											
2000 /2690 / 2843	Courts	RECLASSIFICATION	Fiscal Asst 1 00004040000006, 15, 35, 45	Court Services Clerk TBD	4	03P	01 \$ 28,408.07	01 \$ 33,595.78	12	Immediate Recruitment Need	
							02 \$ 29,410.78	02 \$ 34,631.69			x
							03 \$ 30,413.07	03 \$ 35,724.10			
							04 \$ 31,415.99	04 \$ 36,814.00			
							05 \$ 32,418.92	05 \$ 37,856.21			
							06 \$ 33,421.42				
							07 \$ 34,424.34				
							08 \$ 35,426.63				
							09 \$ 36,429.55				
Other:											
2000 /2843 /2690	Courts	RECLASSIFICATION	Fiscal Asst 1 00004040000005, 4, 48	Court Services Clerk TBD	3	03P	01 \$ 28,408.07	01 \$ 33,595.78	12	Immediate Recruitment Need	
							02 \$ 29,410.78	02 \$ 34,631.69			x
							03 \$ 30,413.07	03 \$ 35,724.10			
							04 \$ 31,415.99	04 \$ 36,814.00			
							05 \$ 32,418.92	05 \$ 37,856.21			
							06 \$ 33,421.42				
							07 \$ 34,424.34				
							08 \$ 35,426.63				
							09 \$ 36,429.55				
Other:											
2000 /2843	Courts	RECLASSIFICATION	Fiscal Asst 1 000040400000044	Court Services Clerk TBD	1	03P	01 \$ 28,408.07	01 \$ 33,595.78	12	Immediate Recruitment Need	
							02 \$ 29,410.78	02 \$ 34,631.69			x
							03 \$ 30,413.07	03 \$ 35,724.10			
							04 \$ 31,415.99	04 \$ 36,814.00			
							05 \$ 32,418.92	05 \$ 37,856.21			
							06 \$ 33,421.42				
							07 \$ 34,424.34				
							08 \$ 35,426.63				
							09 \$ 36,429.55				
Other:											
2000 /2843	Courts	RECLASSIFICATION	Fiscal Asst 1 Bil Span 00004037000001	Court Services Clerk TBD	1	03P	01 \$ 28,408.07	01 \$ 33,595.78	12	Immediate Recruitment Need	
							02 \$ 29,410.78	02 \$ 34,631.69			x
							03 \$ 30,413.07	03 \$ 35,724.10			
							04 \$ 31,415.99	04 \$ 36,814.00			
							05 \$ 32,418.92	05 \$ 37,856.21			
							06 \$ 33,421.42				
							07 \$ 34,424.34				
							08 \$ 35,426.63				
							09 \$ 36,429.55				
Other:											

### Finance, Personnel & Audit Committee Meeting Compensation Report JUNE 2014

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.						
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE							
2000 /2843	Courts	RECLASSIFICATION	Fiscal Asst 1 00004040000002	Court Services Clerk TBD	1	03P	01 \$ 28,408.07	01 \$ 33,595.78	12	Immediate Recruitment Need						
							02 \$ 29,410.78	02 \$ 34,631.69			Internal Equity					
							03 \$ 30,413.07	03 \$ 35,724.10				Misclassification				
							04 \$ 31,415.99	04 \$ 36,814.00					No Incumbent			
							05 \$ 32,418.92	05 \$ 37,856.21						Red Circled		
							06 \$ 33,421.42								Retention	
							07 \$ 34,424.34									Other:
							08 \$ 35,426.63									
							09 \$ 36,429.55									
							2000 /2843	Courts								
02 \$ 31,408.64	02 \$ 38,861.86	Internal Equity														
03 \$ 32,479.42	03 \$ 40,051.12		Misclassification													
04 \$ 33,550.20	04 \$ 41,183.03			No Incumbent												
05 \$ 34,620.97	05 \$ 42,375.45				Red Circled											
06 \$ 35,691.75						Retention										
07 \$ 36,762.32									Other:							
08 \$ 37,832.89																
09 \$ 38,904.30																
2000 /2690	Courts									RECLASSIFICATION	Fiscal Asst 2 00004041000015	Court Services Specialist TBD	1	4P	01 \$ 30,337.86	01 \$ 37,856.21
							02 \$ 31,408.64	02 \$ 38,861.86							Internal Equity	
		03 \$ 32,479.42					03 \$ 40,051.12	Misclassification								
		04 \$ 33,550.20	04 \$ 41,183.03				No Incumbent									
		05 \$ 34,620.97	05 \$ 42,375.45	Red Circled												
		06 \$ 35,691.75			Retention											
		07 \$ 36,762.32				Other:										
		08 \$ 37,832.89														
		09 \$ 38,904.30														
		2000 /2423	Courts						RECLASSIFICATION							Clerical Spec Courts 00001285000004
02 \$ 33,840.74	02 \$ 42,375.45									Internal Equity						
03 \$ 34,994.71	03 \$ 44,016.38										Misclassification					
04 \$ 36,148.05	04 \$ 45,772.02							No Incumbent								
05 \$ 37,302.22	05 \$ 47,640.05						Red Circled									
06 \$ 38,455.35				Retention												
07 \$ 39,608.90					Other:											
08 \$ 40,762.87																
09 \$ 41,916.00																
2000 /2423	Courts					RECLASSIFICATION						Paralegal 00000400000004	Paralegal TBD	1	19L	
		02 \$ 40,610.77	02 \$ 49,191.28						Internal Equity							
		03 \$ 42,438.05	03 \$ 50,809.74							Misclassification						
		04 \$ 44,348.10	04 \$ 52,734.49								No Incumbent					
		05 \$ 46,343.65	05 \$ 54,660.51					Red Circled								
		06 \$ 48,428.48					Retention									
		07 \$ 50,608.06		Other:												
		08 \$ 52,734.49														



**Finance, Personnel & Audit Committee Meeting  
Compensation Report  
JUNE 2014**

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.			
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
2000 /2811	Courts	RECLASSIFICATION	Network Tech Spec 00065812000002	Information Technology (IT) Analyst TBD	1	18	01	\$ 40,051.12	24D	01	\$ 56,089.28	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 41,183.03		02	\$ 57,490.49		
							03	\$ 42,375.45		03	\$ 59,215.67		x
							04	\$ 44,016.38		04	\$ 61,289.58		
							05	\$ 45,772.02		05	\$ 63,740.79		
		06	\$ 66,927.29										
		07	\$ 70,942.76										
2000 /2811	Courts	RECLASSIFICATION	Network Tech Spec 00065812000001	Information Technology (IT) Analyst TBD	1	18	01	\$ 40,051.12	24D	01	\$ 56,089.28	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 41,183.03		02	\$ 57,490.49		
							03	\$ 42,375.45		03	\$ 59,215.67		x
							04	\$ 44,016.38		04	\$ 61,289.58		
							05	\$ 45,772.02		05	\$ 63,740.79		
		06	\$ 66,927.29										
		07	\$ 70,942.76										
2000 /2811	Courts	RECLASSIFICATION	Judicial Info Sysms Mg 00087900000001	Information Technology (IT) Manager TBD	1	916E	01	\$ 70,128.07	38M	01	\$ 84,095.23	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 73,634.72		02	\$ 87,640.12		
							03	\$ 77,140.75		03	\$ 91,185.85		x
							04	\$ 80,647.19		04	\$ 95,868.96		
							05	\$ 84,153.85		05	\$ 101,761.28		
							06	\$ 86,783.84					
							07	\$ 89,413.41					
							08	\$ 91,166.74					
2430	Child Support	RECLASSIFICATION	Executive Assistant Child Supp 00000052000004	Executive Assistant TBD	1	06PM	01	\$ 34,420.26	25M	01	\$ 49,154.14	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 35,634.77		02	\$ 50,960.83		
							03	\$ 36,849.90		03	\$ 52,766.90		x
							04	\$ 38,064.62		04	\$ 55,155.57		
							05	\$ 39,279.55		05	\$ 55,872.96		
							06	\$ 40,494.06					
							07	\$ 41,709.41					
							08	\$ 42,924.13					
							09	\$ 44,138.43					
3700/3759	Comptroller	RECLASSIFICATION	Admin Spec - Fiscal Affairs NR 00000073000004	Business Systems Analyst TBD	1	07PM	01	\$ 37,972.59	29M	01	\$ 56,431.69	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	
							02	\$ 39,313.32		02	\$ 59,117.77		
							03	\$ 40,653.21		03	\$ 61,746.92		x
							04	\$ 41,993.52		04	\$ 64,721.45		
							05	\$ 43,333.41		05	\$ 67,633.79		
							06	\$ 44,673.72					
							07	\$ 46,014.03					
							08	\$ 47,353.92					
							09	\$ 48,694.44					

### Finance, Personnel & Audit Committee Meeting Compensation Report JUNE 2014

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.
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	
5040/5055	DOT - Airport	RECLASSIFICATION	Airport Enviro Compl Mg 00035595000001	Environmental Manager TBD	1	29G	01 \$ 57,493.47	32M	01 \$ 64,721.45	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 59,997.98		02 \$ 67,633.79	
							03 \$ 62,854.22		03 \$ 70,605.58 x	
							04 \$ 65,644.17		04 \$ 73,524.85	
							05 \$ 72,476.44		05 \$ 77,066.59	
							06 \$ 73,135.56			
5040/5055	DOT - Airport	RECLASSIFICATION	Safety Train Spec Airport 00018411000001	Safety Manager TBD	1	23	01 \$ 47,640.05	31M	01 \$ 61,746.92	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 49,191.28		02 \$ 64,721.45	
							03 \$ 50,809.74		03 \$ 67,633.79 x	
							04 \$ 52,734.49		04 \$ 70,605.58 x	
							05 \$ 54,660.51		05 \$ 73,525.06	
5800	DOT Director's Office	RECLASSIFICATION	TransGrant Development Manager 00080115000001	Senior Grants Development Manager TBD	1	901E	Min \$ 62,284.98	37M	01 \$ 80,609.59	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							Mid \$ 76,721.22		02 \$ 84,095.23	
							Max \$ 91,174.72		03 \$ 87,640.12 x	
									04 \$ 91,185.85	
		05 \$ 95,868.96								
5800	DOT Director's Office	RECLASSIFICATION	Transportation Bus Mgr 00035620000002	Senior Grants Compliance Manager TBD	1	32A	01 \$ 45,827.82	36M	01 \$ 77,066.59	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02 \$ 47,673.43		02 \$ 80,609.59	
							03 \$ 49,496.66		03 \$ 84,095.23 x	
							04 \$ 51,342.06		04 \$ 87,640.12	
							05 \$ 53,187.46		05 \$ 91,185.85	
							06 \$ 55,010.91			
							07 \$ 56,856.30			
							08 \$ 58,701.92			
							09 \$ 60,547.32			
							10 \$ 62,370.55			
							11 \$ 64,216.16			
							12 \$ 66,061.35			
							13 \$ 67,885.00			
							14 \$ 69,730.40			
							15 \$ 71,576.01			
							16 \$ 73,420.99			
							17 \$ 75,244.65			
18 \$ 77,090.05										
19 \$ 78,935.45										
20 \$ 80,758.89										
21 \$ 81,418.01										

### Finance, Personnel & Audit Committee Meeting Compensation Report JUNE 2014

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	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.		
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
5800	DOT Director's Office	RECLASSIFICATION	Clerical Spec Airport 00001295000016	Senior Executive Assistant TBD	1	05P	01	\$ 32,687.19	28M	01	\$ 55,707.12	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:
							02	\$ 33,840.74		02	\$ 56,431.69	
							03	\$ 34,994.71		03	\$ 59,117.77 <b>x</b>	
							04	\$ 36,148.05		04	\$ 61,746.92	
							05	\$ 37,302.22		05	\$ 64,721.45	
							06	\$ 38,455.35				
							07	\$ 39,608.90				
							08	\$ 40,762.87				
							09	\$ 41,916.00				

RECLASS  
DAS FISCAL FORM  
5/29/2014

RECLASSIFICATION DAS FISCAL FORM

Department: Child Support

Date of Reclassification Request: 5/20/2014

Date of anticipated advancement: 6/23/2014

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	2430	2430	00000052	Executive Assistant Child Support	06PM	03	1	1.0	17.89	1,431	110	687	13	28,959	57,917
													SUBTOTAL:	28,959	57,917
RECLASS POSITION(S)*:															
1	2430	2430	TBD	Executive Assistant	25M	01	1	1.0	23.87	1,909	146	738	13	36,319	72,637
													SUBTOTAL:	36,319	72,637
													TOTAL COST:	7,360	14,720

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS:

Yes

COMMENT/NARRATIVE (optional):

\_\_\_\_\_  
Director of Performance, Strategy, and Budget

5-29-14

\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
5/29/2014

RECLASSIFICATION DAS FISCAL FORM  
Department: 2000  
Date of Advancement Request: 5/23/2014  
Date of anticipated advancement: 6/23/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hourly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total	
EXISTING POSITION(S)*																
1	2000	2836	4041	Fiscal Asst 2	04P	01	4	4.0	14.69	1,167	89	658	13	99,534	199,069	
2	2000	2836	4041	Fiscal Asst 2	04P	05	1	1.0	16.64	1,332	102	676	13	27,420	54,841	
3	2000	2836	4041	Fiscal Asst 2	04P	07	1	1.0	17.67	1,414	108	685	13	28,688	57,377	
4	2000	2863	4041	Fiscal Asst 2	04P	06	1	1.0	17.16	1,373	105	680	13	28,054	56,109	
5	2000	2811	4201	Accountant 2	17	05	1	1.0	21.16	1,693	130	715	13	32,985	65,969	
6	2000	2836	41	Accountant 1	14	01	1	1.0	17.18	1,374	105	680	13	28,074	56,147	
7	2000	2836	41	Accountant 1	14	05	1	1.0	19.26	1,540	118	698	13	30,636	61,273	
8	2000	2811	43	Accountant 3	21	05	1	1.0	24.43	1,954	149	742	13	37,008	74,016	
9	2000	2811	10771	Adm Asst 3- Courts	26	02	1	1.0	26.13	2,091	160	758	13	39,108	78,216	
10	2000	2839	4445	Accounting Coord - Courts	28M	05	1	1.0	31.12	2,489	190	801	13	45,247	90,495	
11	2000	2851	1285	Clerical Spec Courts	05P	01	1	1.0	15.71	1,257	96	668	13	26,275	52,550	
12	2000	2690	67	Secretarial Asst NR	04PM	07	1	1.0	17.33	1,386	106	692	13	28,264	56,528	
13	2000	2851	51	Executive Assistant Courts	06PM	07	1	1.0	20.25	1,620	124	707	13	31,865	63,731	
14	2000	2811/2843/2836	75	Admin Spec - Courts NR	07PM	09	4	4.0	23.41	1,873	143	734	13	143,021	286,042	
15	2000	2843	75	Admin Spec - Courts NR	07PM	06	1	1.0	21.48	1,718	131	718	13	33,374	66,748	
16	2000	2421	37	Admin Asst 2- FCC	22M	01	1	1.0	21.58	1,726	132	718	13	33,496	66,991	
17	2000	2812	6601	Jury Services Coord	26M	05	1	1.0	28.42	2,274	174	778	13	41,929	83,857	
18	2000	2811	7955	Human Res Mgr Courts	514E	07	1	1.0	34.17	2,733	209	827	13	49,006	98,012	
19	2000	2806	8744	Justice Center Coord	33M	04	1	1.0	37.06	2,964	227	852	13	52,559	105,117	
20	2000	2690/2843	4040	Fiscal Asst 1	03P	01	7	7.0	13.66	1,093	84	650	13	166,185	332,369	
21	2000	2843	4040	Fiscal Asst 1	03P	03	1	1.0	14.62	1,170	89	658	13	24,928	49,856	
22	2000	2843	4037	Fiscal Asst 1 Bil Span	03P	04	1	1.0	15.10	1,208	92	662	13	25,522	51,044	
23	2000	2843	4040	Fiscal Asst 1	03P	09	1	1.0	17.51	1,401	107	683	13	28,491	56,983	
24	2000	2843/2690	4041	Fiscal Asst 2	04P	01	2	2.0	14.59	1,167	89	658	13	49,767	99,534	
25	2000	2423	1285	Clerical Spec Courts	05P	07	1	1.0	19.04	1,523	117	697	13	30,374	60,749	
26	2000	2811	65812	Network Tech Spec	18	01	1	1.0	19.26	1,540	118	698	13	30,636	61,273	
27	2000	2811	65812	Network Tech Spec	18	05	1	1.0	22.01	1,760	135	722	13	34,024	68,049	
28	2000	2811	87900	Judicial Info Systems Manager	916E	08	1	1.0	43.83	3,505	268	911	13	60,909	121,819	
														SUBTOTAL:	1,287,382	2,574,763
RECLASS POSITION(S)*																
1	2000	2836	TBD	Accounting Assistant	14	01	5	5.0	17.18	1,374	105	680	13	140,368	280,736	
2	2000	2836	TBD	Accounting Assistant	14	02	1	1.0	17.70	1,416	108	685	13	28,719	57,438	
3	2000	2863	TBD	Clerical Courts Specialist	05P	04	1	1.0	17.38	1,390	106	682	13	28,325	56,649	
4	2000	2811	4231	Associate Accountant	20	02	1	1.0	21.16	1,693	130	715	13	32,985	65,969	
5	2000	2836	00004363	Accountant	25M	01	2	2.0	23.87	1,909	146	738	13	72,637	145,275	
6	2000	2811	00004363	Accountant	25M	02	1	1.0	24.75	1,980	151	746	13	37,399	74,799	
7	2000	2811	00012223	Budget and Management Analyst	26M	03	1	1.0	26.78	2,143	164	763	13	39,909	79,817	
8	2000	2839	00004431	Accountant Supervisor	31M	02	1	1.0	31.12	2,489	190	801	13	45,247	90,495	
9	2000	2690	1001	Admin Assistant	06P	05	1	1.0	19.45	1,556	119	700	13	30,879	61,759	
10	2000	2851	1001	Admin Assistant	06P	01	1	1.0	17.05	1,364	104	679	13	27,915	55,830	
11	2000	2851	TBD	Executive Assistant	25M	01	1	1.0	23.87	1,909	146	738	13	36,319	72,637	
12	2000	2811	TBD	Executive Assistant	25M	01	1	1.0	23.87	1,909	146	738	13	36,319	72,637	
13	2000	2843	TBD	Court Operations Supervisor	24M	01	1	1.0	22.99	1,839	141	731	13	35,236	70,472	
14	2000	2843	TBD	Court Operations Supervisor	24M	02	3	3.0	23.87	1,909	146	738	13	108,956	217,912	
15	2000	2421	TBD	Office Management Supervisor	24M	01	1	1.0	22.99	1,839	141	731	13	35,236	70,472	
16	2000	2812	TBD	Jury Services Manager	28M	03	1	1.0	28.42	2,274	174	778	13	41,929	83,857	
17	2000	2811	TBD	Senior HR Generalist	32M	04	1	1.0	35.35	2,828	216	837	13	50,461	100,922	
18	2000	2806	TBD	Justice Center Administrator	35M	02	1	1.0	37.05	2,964	227	852	13	52,559	105,117	
19	2000	2690/2843	TBD	Court Services Clerk	12	01	9	9.0	16.15	1,292	99	672	13	241,318	482,636	
20	2000	2843	TBD	Court Services Clerk	12	04	1	1.0	17.70	1,416	108	685	13	28,719	57,438	
21	2000	2690/2843	TBD	Court Services Specialist	16	01	2	2.0	18.20	1,456	111	689	13	58,673	117,345	
22	2000	2423	TBD	Legal Assistant	19	01	1	1.0	19.80	1,584	121	703	13	31,307	62,613	
23	2000	2811	TBD	IT Analyst	24D	01	2	2.0	26.97	2,157	165	765	13	80,270	160,539	
24	2000	2811	TBD	IT Manager	38M	03	1	1.0	43.84	3,507	268	911	13	60,921	121,842	
														SUBTOTAL:	1,382,603	2,765,207
														TOTAL COST:	95,222	190,444

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

5-29-14

DATE

RECLASS  
DAS FISCAL FORM  
5/28/2014

**RECLASSIFICATION DAS FISCAL FORM**  
 Department: Human Resources  
 Date of Reclassification Request: 5/20/2014  
 Date of anticipated advancement: 6/23/2014

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
1	1140		00000015	Clerical Asst 1 NR	03pm	09	1	1.0	17.17	1,374	105	680	13	28,070	56,141
2	1140		00000032	Clerical Spec NR	05pm	08	1	1.0	19.22	1,537	118	698	13	30,587	61,173
3	1140		0000411991	Senior Exec Asst DHR-Em Bnfs	22m	05	1	1.0	24.86	1,989	152	747	13	37,539	75,077
													SUBTOTAL:	96,196	192,392
1		1140	TBD	Receptionist	04pm	07	1	1.0	17.33	1,386	106	682	13	28,264	56,528
2		1140	TBD	Training & Development Assistant	06pm	06	1	1.0	19.66	1,573	120	702	13	31,138	62,277
3		1140	TBD	Senior Executive Assistant	28m	01	1	1.0	26.78	2,143	164	763	13	39,909	79,817
													SUBTOTAL:	99,311	198,622
													<b>TOTAL COST:</b>	<b>3,115</b>	<b>6,230</b>

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS:

Yes

COMMENT/NARRATIVE (optional):

\_\_\_\_\_  
 Director of Performance, Strategy, and Budget

5-29-14  
 \_\_\_\_\_  
 DATE

RECLASS  
DAS FISCAL FORM  
5/28/2014

**RECLASSIFICATION DAS FISCAL FORM**  
 Department: Comptroller  
 Date of Reclassification Request: 5/20/2014  
 Date of anticipated advancement: 6/23/2014

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	3700	3759	00000073	Admin Spec Fiscal Affairs NR	07PM	09	1	1.0	23.41	1,873	143	734	13	35,755	71,511	
													13			
													13			
													SUBTOTAL:	35,755	71,511	
RECLASS POSITION(S)*:																
.1	3700	3759	TBD	Business Systems Analyst	29M	01	1	1.0	27.13	2,170	166	766	13	40,338	80,675	
													13			
													13			
													SUBTOTAL:	40,338	80,675	
														<b>TOTAL COST:</b>	<b>4,582</b>	<b>9,165</b>

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS:

Yes

COMMENT/NARRATIVE (optional):

\_\_\_\_\_  
 Director of Performance, Strategy, and Budget

5-29-14  
 \_\_\_\_\_  
 DATE

RECLASS  
DAS FISCAL FORM  
5/23/2014

**POSITION REALLOCATION DAS FISCAL FORM**

Department: 1130 Corporation Counsel  
Date of Reallocation Request: 5/20/2014  
Date of anticipated reallocation: 6/23/2014

\$ 532.00 Active Health  
10.80% Active Pension

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	1130		0000006000000	Executive Assistant Corp Counsel	06pm	09	1	1.0	21.43	1,715	131	717	13	33,318	66,637
2	1130		0005995	Paralegal-Corp Counsel	19LM	02	1	1.0	19.14	1,531	117	697	13	30,498	60,997
3	1130		0005995	Paralegal-Corp Counsel	19LM	08	2	2.0	24.86	1,989	152	747	13	75,077	150,155
													SUBTOTAL:	138,894	277,789
RECLASS POSITION(S)*:															
1	1130		00000800	Executive Assistant	25M	01	1	1.0	23.87	1,909	146	738	13	36,319	72,637
2	1130		00000800	Paralegal	24M	01	1	1.0	22.99	1,839	141	731	13	35,236	70,472
3	1130		00000800	Paralegal	24M	04	2	2.0	25.62	2,050	157	753	13	76,959	153,919
													SUBTOTAL:	148,514	297,028
													TOTAL COST:	9,620	19,240

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

\_\_\_\_\_  
Director of Performance, Strategy, and Budget

5-29-14

\_\_\_\_\_  
DATE



RECLASS  
DAS FISCAL FORM  
5/29/2014

**RECLASSIFICATION DAS FISCAL FORM**

Department: DOT - Airport

Date of Reclassification Request: 5/20/2014

Date of Anticipated Reclassification: 6/23/2014

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	2013 total	Annual Total
1	5800	5801	00080115	Trans Grant Development Manager	901E	10	1	1.0	43.84	3,507	268	911	13	60,916	121,832
2	5800	5801	00035620	Transportation Bus Mgr	32A	19	1	1.0	37.95	3,036	232	860	13	53,665	107,331
3	5800	5801	00001295	Clerical Spec Airport	05P	09	1	1.0	20.15	1,612	123	706	13	31,741	63,481
													SUBTOTAL:	146,322	292,644
1	5800	5801	TBD	Senior Grants Development Manager	37M	04	1	1.0	43.84	3,507	268	911	13	60,921	121,842
2	5800	5801	TBD	Senior Grants Compliance Manager	36M	02	1	1.0	38.75	3,100	237	867	13	54,657	109,314
3	5800	5801	TBD	Senior Executive Assistant	28M	01	1	1.0	26.78	2,143	164	763	13	39,909	79,817
													SUBTOTAL:	155,486	310,973
													TOTAL COST:	9,164	18,329

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

\_\_\_\_\_  
Director of Performance, Strategy, and Budget

5-29-14  
\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
5/29/2014

**RECLASSIFICATION DAS FISCAL FORM**

Department: DOT - Airport

Date of Reclassification Request: 5/20/2014

Date of Anticipated Reclassification: 6/23/2014

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	2013 total	Annual Total
EXISTING POSITION(S)*:															
1	5040	5055	00035595	Airport Enviro Compl Mgr	29G	06	1	1.0	35.16	2,813	215	836	13	50,231	100,461
2	5040	5055	00018411	Safety Train Spec Airport	23	01	1	1.0	22.90	1,832	140	730	13	35,131	70,262
3															
													SUBTOTAL:	85,361	170,723
RECLASSIFIED POSITION(S)*:															
1	5040	5055	TBD	Environmental Manager	32M	04	1	1.0	35.35	2,828	216	837	13	50,461	100,922
2	5040	5055	TBD	Safety Manager	31M	01	1	1.0	29.69	2,375	182	788	13	43,486	86,971
3															
													SUBTOTAL:	93,947	187,893
													<b>TOTAL COST:</b>	<b>8,585</b>	<b>17,171</b>

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

\_\_\_\_\_  
Director of Performance, Strategy, and Budget

5-29-14  
\_\_\_\_\_  
DATE

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
June 2014**

^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
Office of Performance, Strategy & Budget	1151	N/A	Analyst Budget & Management	26M	01	\$ 24.7454	\$ 51,470.44	05	05/09/2014	New Hire Appointment / 12+ years experience/training
					02	\$ 25.6224	\$ 53,294.56			
					03	\$ 26.7823	\$ 55,707.12			
					04	\$ 27.1306	\$ 56,431.69			
					05	\$ 28.4220	\$ 59,117.77			
Office of Performance Strategy & Budget	1151	N/A	Sr. Budget & Management Analyst	02P	01	\$ 28.4220	\$ 59,117.77	06	05/12/2014	New Hire Appointment / 12+ years experience/training
					02	\$ 29.9686	\$ 61,746.92			
					03	\$ 31.1161	\$ 64,721.45			
					04	\$ 32.5162	\$ 67,633.79			
					05	\$ 33.9450	\$ 70,605.58			
					06	\$ 35.3485	\$ 73,524.85			
					07	\$ 37.0512	\$ 77,066.59			
					08	\$ 38.7546	\$ 80,609.59			
Register of Deeds	3400	N/A	Real Estate Clerk	03P	01	\$ 13.6577	\$ 28,408.07	05	05/05/2014	New Hire Appointment / 25+ years experience/training
					02	\$ 14.1398	\$ 29,410.78			
					03	\$ 14.6217	\$ 30,413.07			
					04	\$ 15.1038	\$ 31,415.99			
					05	\$ 15.5860	\$ 32,418.92			
					06	\$ 16.0680	\$ 33,421.42			
					07	\$ 16.5502	\$ 34,424.34			
					08	\$ 17.0320	\$ 35,426.63			
					09	\$ 17.5142	\$ 36,429.55			
District Attorney's Office	4500	N/A	Office Support Assistant II	02P	01	\$ 12.8509	\$ 26,729.95	04	05/27/2014	New Hire Appointment / 2+ years experience/training
					02	\$ 13.3044	\$ 27,673.21			
					03	\$ 13.7582	\$ 28,617.10			
					04	\$ 14.2118	\$ 29,560.57			
					05	\$ 14.6652	\$ 30,503.62			
					06	\$ 15.1190	\$ 31,447.51			
					07	\$ 15.5724	\$ 32,390.55			
					08	\$ 16.0259	\$ 33,333.81			
					09	\$ 16.4795	\$ 34,277.28			
Family Care	7990	N/A	Accountant II	17	01	\$ 18.6836	\$ 38,861.86	03	04/14/2014	New Hire Appointment / 13+ years of training
					02	\$ 19.2553	\$ 40,051.12			
					03	\$ 19.7995	\$ 41,183.03			
					04	\$ 20.3728	\$ 42,375.45			
					05	\$ 21.1617	\$ 44,016.38			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Finance, Personnel & Audit Committee Meeting**  
**June 20, 2014**

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

Dual Employment Report  
Finance, Personnel & Audit Committee Meeting  
June 20, 2014

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

Emergency Appointment Report  
 Finance, Personnel & Audit Committee Meeting  
 June 20, 2014

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt Date	Pay Range
IMSD	1176	Buesing	Angela	IT Manager - Service Desk	F	A	3/17/2014	35M
DAS	1157	Simms	Andre	Clerical Asst 2 NR	F	A	12/30/2013	04PM
DHHS	8526	Krueger	Vickie	Adm. Asst. II - Accounts Receivable	F	A	1/13/2014	19DC
Parks	9430	Tabat	Randall	Plumber	F	A	4/14/2014	5417BT

**Temporary Appointment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**June 20, 2014**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DHR	1142	Sanders	Breone	5790	Intern Compensation HRIS	I	A	0	1/20/2014	TA
DAS-IMSD	1163	Mangione	Jeremy	87420	Info Systems Intern	I	A	0	6/24/2013	TA

**Temporary Assignment to a Higher Classification (TAHC) Report**  
**Finance, Personnel & Audit Committee Meeting**  
**June 20, 2014**

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
DHHS	Theresa	Randall	Clerical Specialist	05P	27DC	Contract Services Coordinator	4/27/2014		7/25/2014		Incumbent promoted
										Bd	
DAS-Facilities Mgmt	Gary	Waszak	Fac Mtce Manager	916E	903E	Facilities Management Director	3/10/2014	6/7/2014	12/31/2014	Action	Vacant position
DAS-Facilities Mgmt	Desaray	Lenski	Facilities Wrkr Security	07G	30M	Adm Asst 4 Facilities Mgmt	3/26/2014		6/23/2014		Incumbent on FMLA
TPW-Airport	Terry	Blue	Exdir2-DepDirOprmn	902E	EX1D	Ex Director Airport	4/21/2014		7/18/2014		Incumbent retired
PRB	Charmaine	Gee	Adm Asst NR	06PM	30M	PRB Secretary	4/9/2014		7/3/2014		Incumbent resigned
MCSO	George	Gold	CO LT	23CM	915E	CO Manager	4/27/2014		7/25/2014		Vacant position
Aging	Shirly	Gunawan	Secretarial Asst	04P	06PM	Executive Asst Aging	4/29/2014		7/27/2014		Incumbent termed

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.*

\*Individual has a TAHC according to provisions of labor contracts