

**Revised**  
**09/07/16**

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

**DATE** : August 26, 2016  
**To** : Committee on Personnel  
**FROM** : Mike Blickhahn, Director Compensation/HRIS  
**SUBJECT** : **Informational Report for September 2016  
Personnel Committee Meeting**



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

The reports are:

- Reclassifications
- Advancements within the pay range
- 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 August 25, 2016)

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 September 9, 2016 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Finance, Personnel & Audit Committee Meeting  
Compensation Report  
September 2016**

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	Percentage of Increase		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
1140/1142	Human Resources	Performance	Assistant Compensation/HRIS 00005786000001	N/A	1	06PM	01	\$ 35,638.81	06PM	01	\$ 35,638.81	8/28/2016	3.5%	
							02	\$ 36,896.35		02	\$ 36,896.35			Immediate Recruitment Need
							03	\$ 38,154.52		03	\$ 38,154.52			Internal Equity
							04	\$ 39,412.06		04	\$ 39,412.06			Misclassification
							05	\$ 40,670.02		05	\$ 40,670.02			No Incumbent
							06	\$ 41,927.56		06	\$ 41,927.56			Red Circled
							07	\$ 43,185.94		07	\$ 43,185.94			Retention
							08	\$ 44,443.68		08	\$ 44,443.68			X Other: Exceptional Performance
							09	\$ 45,701.01		09	\$ 45,701.01			
1140/1142	Human Resources	Performance	Compensation Analyst 0000578000001	N/A	1	29M	01	\$ 57,850.99	29M	01	\$ 57,850.99	8/28/2016	4.5%	
							02	\$ 60,604.51		02	\$ 60,604.51			Immediate Recruitment Need
							03	\$ 63,299.84		03	\$ 63,299.84			Internal Equity
							04	\$ 66,349.15		04	\$ 66,349.15			Misclassification
							05	\$ 69,334.59		05	\$ 69,334.59			No Incumbent
														Red Circled
														Retention
														X Other: Exceptional Performance
1140/1145	Human Resources	Performance	Assistant Training and Development 00000023000001	N/A	1	06PM	01	\$ 35,638.81	06PM	01	\$ 35,638.81	8/28/2016	2.8%	
							02	\$ 36,896.35		02	\$ 36,896.35			Immediate Recruitment Need
							03	\$ 38,154.52		03	\$ 38,154.52			Internal Equity
							04	\$ 39,412.06		04	\$ 39,412.06			Misclassification
							05	\$ 40,670.02		05	\$ 40,670.02			No Incumbent
							06	\$ 41,927.56		06	\$ 41,927.56			Red Circled
							07	\$ 43,185.94		07	\$ 43,185.94			Retention
							08	\$ 44,443.68		08	\$ 44,443.68			X Other: Exceptional Performance
							09	\$ 45,701.01		09	\$ 45,701.01			
2430/2432	Child Support	Performance	Child Support Supervisor 00011910000008	N/A	1	24M	01	\$ 49,020.07	24M	01	\$ 49,020.07	8/28/2016	7.6%	
							02	\$ 50,894.19		02	\$ 50,894.19			Immediate Recruitment Need
							03	\$ 52,764.95		03	\$ 52,764.95			Internal Equity
							04	\$ 54,634.88		04	\$ 54,634.88			Misclassification
							05	\$ 57,108.15		05	\$ 57,108.15			No Incumbent
														Red Circled
														Retention
														X Other: Exceptional Performance
3700	Comptroller	Performance	Assistant Accounts Payable 00004051000005	N/A	1	05P	01	\$ 33,509.23	05P	01	\$ 33,509.23	08/28/2016	7.1%	
							02	\$ 34,691.77		02	\$ 34,691.77			Immediate Recruitment Need
							03	\$ 35,874.94		03	\$ 35,874.94			Internal Equity
							04	\$ 37,057.27		04	\$ 37,057.27			Misclassification
							05	\$ 38,240.44		05	\$ 38,240.44			No Incumbent
							06	\$ 39,422.56		06	\$ 39,422.56			Red Circled
							07	\$ 40,604.89		07	\$ 40,604.89			Retention
							08	\$ 41,788.06		08	\$ 41,788.06			X Other: Exceptional Performance
							09	\$ 42,970.18		09	\$ 42,970.18			
3700	Comptroller	Performance	Coordinator Payroll Systems 00001542000001	N/A	1	30M	01	\$ 60,604.51	30M	01	\$ 60,604.51	08/28/2017	4.5%	
							02	\$ 63,299.84		02	\$ 63,299.84			Immediate Recruitment Need
							03	\$ 66,349.15		03	\$ 66,349.15			Internal Equity
							04	\$ 69,334.59		04	\$ 69,334.59			Misclassification
							05	\$ 72,381.38		05	\$ 72,381.38			No Incumbent
														Red Circled
														Retention
														X Other: Exceptional Performance

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September 2016**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.  
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(Reclassifications, Advancements Within The Pay Range and Reallocations)  
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HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT TITLE / JOB CODE & POSITION #	RECOMMENDED TITLE / JOB CODE & POSITION #	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date	Percentage of Increase		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
3700	Comptroller	Performance	Payroll Specialist 00004163000008	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2018	2.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
3700	Comptroller	Performance	Audit Assistant 0000467200002	N/A	1	15	01	\$ 37,739.82	15	01	\$ 37,739.82	Immediate Recruitment Need	08/28/2019	2.8%
							02	\$ 38,808.29		02	\$ 38,808.29	Internal Equity		
							03	\$ 39,839.36		03	\$ 39,839.36	Misclassification		
							04	\$ 41,058.25		04	\$ 41,058.25	No Incumbent		
							05	\$ 42,218.73		05	\$ 42,218.73	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
3700	Comptroller	Performance	Accounts Payable Assistant 00004051000003	N/A	1	05P	01	\$ 33,509.23	05P	01	\$ 33,509.23	Immediate Recruitment Need	08/28/2020	6.0%
							02	\$ 34,691.77		02	\$ 34,691.77	Internal Equity		
							03	\$ 35,874.94		03	\$ 35,874.94	Misclassification		
							04	\$ 37,057.27		04	\$ 37,057.27	No Incumbent		
							05	\$ 38,240.44		05	\$ 38,240.44	Red Circled		
							06	\$ 39,422.56		06	\$ 39,422.56	Retention		
							07	\$ 40,604.89		07	\$ 40,604.89	X Other: Exceptional Performance		
							08	\$ 41,788.06		08	\$ 41,788.06			
							09	\$ 42,970.18		09	\$ 42,970.18			
3700	Comptroller	Performance	Supervisor Accounts Payable 00004491000001	N/A	1	23M	01	\$ 47,885.22	23M	01	\$ 47,885.22	Immediate Recruitment Need	08/28/2021	7.6%
							02	\$ 49,444.43		02	\$ 49,444.43	Internal Equity		
							03	\$ 51,071.29		03	\$ 51,071.29	Misclassification		
							04	\$ 53,006.13		04	\$ 53,006.13	No Incumbent		
							05	\$ 54,942.01		05	\$ 54,942.01	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
3700	Comptroller	Performance	Executive Assistant 00084911000001	N/A	1	25M	01	\$ 50,894.19	25M	01	\$ 50,894.19	Immediate Recruitment Need	08/28/2022	3.5%
							02	\$ 52,764.95		02	\$ 52,764.95	Internal Equity		
							03	\$ 54,634.88		03	\$ 54,634.88	Misclassification		
							04	\$ 57,108.15		04	\$ 57,108.15	No Incumbent		
							05	\$ 57,850.99		05	\$ 57,850.99	Red Circled		
												Retention		
				X	Other: Exceptional Performance									
3700	Comptroller	Performance	Payroll Specialist 00004163000007	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2023	2.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
				X	Other: Exceptional Performance									

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			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #			PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
3700	Comptroller	Performance	Payroll Specialist 00004163000001	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2024	2.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
												X Other: Exceptional Performance		
3700	Comptroller	Performance	Sr Assistant Clerical 00000800000057	N/A	1	04P	01	\$ 31,100.87	04P	01	\$ 31,100.87	Immediate Recruitment Need	08/28/2025	3.1%
							02	\$ 32,198.54		02	\$ 32,198.54	Internal Equity		
							03	\$ 33,296.21		03	\$ 33,296.21	Misclassification		
							04	\$ 34,393.88		04	\$ 34,393.88	No Incumbent		
							05	\$ 35,491.76		05	\$ 35,491.76	Red Circled		
							06	\$ 36,589.42		06	\$ 36,589.42	Retention		
							07	\$ 37,686.88		07	\$ 37,686.88	X Other: Exceptional Performance		
							08	\$ 38,784.34		08	\$ 38,784.34			
							09	\$ 39,882.85		09	\$ 39,882.85			
3700	Comptroller	Performance	Payroll Specialist 00004163000011	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2026	5.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
												X Other: Exceptional Performance		
3700	Comptroller	Performance	Budget and Management Coordinator 00012245000001	N/A	1	36M	01	\$ 79,004.79	36M	01	\$ 79,004.79	Immediate Recruitment Need	08/28/2027	4.0%
							02	\$ 82,636.86		02	\$ 82,636.86	Internal Equity		
							03	\$ 86,210.32		03	\$ 86,210.32	Misclassification		
							04	\$ 89,844.28		04	\$ 89,844.28	No Incumbent		
							05	\$ 93,479.30		05	\$ 93,479.30	Red Circled		
												Retention		
												X Other: Exceptional Performance		
3700	Comptroller	Performance	Budget and Management Coordinator 00012245000003	N/A	1	36M	01	\$ 79,004.79	36M	01	\$ 79,004.79	Immediate Recruitment Need	08/28/2028	4.0%
							02	\$ 82,636.86		02	\$ 82,636.86	Internal Equity		
							03	\$ 86,210.32		03	\$ 86,210.32	Misclassification		
							04	\$ 89,844.28		04	\$ 89,844.28	No Incumbent		
							05	\$ 93,479.30		05	\$ 93,479.30	Red Circled		
												Retention		
												X Other: Exceptional Performance		
3700	Comptroller	Performance	Payroll Specialist 00004163000006	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2029	5.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
												X Other: Exceptional Performance		

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						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE					
3700	Comptroller	Performance	Business Systems Analyst 000001000001	N/A	1	29M	01	\$ 57,850.99	29M	01	\$ 57,850.99	Immediate Recruitment Need	08/28/2030	9.4%
							02	\$ 60,604.51		02	\$ 60,604.51	Internal Equity		
							03	\$ 63,299.84		03	\$ 63,299.84	Misclassification		
							04	\$ 66,349.15		04	\$ 66,349.15	No Incumbent		
							05	\$ 69,334.59		05	\$ 69,334.59	Red Circled		
												Retention		
				X Other: Exceptional Performance										
3700	Comptroller	Performance	Payroll Specialist 0000416300009	N/A	1	18	01	\$ 41,058.25	18	01	\$ 41,058.25	Immediate Recruitment Need	08/28/2031	5.8%
							02	\$ 42,218.73		02	\$ 42,218.73	Internal Equity		
							03	\$ 43,441.18		03	\$ 43,441.18	Misclassification		
							04	\$ 45,123.29		04	\$ 45,123.29	No Incumbent		
							05	\$ 46,923.26		05	\$ 46,923.26	Red Circled		
												Retention		
				X Other: Exceptional Performance										
3700	Comptroller	Performance	Accountant 0000436300008	N/A	1	25M	01	\$ 50,894.19	25M	01	\$ 50,894.19	Immediate Recruitment Need	08/28/2032	8.2%
							02	\$ 52,764.95		02	\$ 52,764.95	Internal Equity		
							03	\$ 54,634.88		03	\$ 54,634.88	Misclassification		
							04	\$ 57,108.15		04	\$ 57,108.15	No Incumbent		
							05	\$ 57,850.99		05	\$ 57,850.99	Red Circled		
												Retention		
				X Other: Exceptional Performance										
3700	Comptroller	Performance	Accounting Supervisor 0000443100001	N/A	1	31M	01	\$ 63,299.84	31M	01	\$ 63,299.84	Immediate Recruitment Need	08/28/2033	9.0%
							02	\$ 66,349.15		02	\$ 66,349.15	Internal Equity		
							03	\$ 69,334.59		03	\$ 69,334.59	Misclassification		
							04	\$ 72,381.38		04	\$ 72,381.38	No Incumbent		
							05	\$ 75,374.18		05	\$ 75,374.18	Red Circled		
												Retention		
				X Other: Exceptional Performance										
3700	Comptroller	Performance	Accounts Payable Assistant 0000405100002	N/A	1	05P	01	\$ 33,509.23	05P	01	\$ 33,509.23	Immediate Recruitment Need	08/28/2034	2.9%
							02	\$ 34,691.77		02	\$ 34,691.77	Internal Equity		
							03	\$ 35,874.94		03	\$ 35,874.94	Misclassification		
							04	\$ 37,057.27		04	\$ 37,057.27	No Incumbent		
							05	\$ 38,240.44		05	\$ 38,240.44	Red Circled		
							06	\$ 39,422.56		06	\$ 39,422.56	Retention		
							07	\$ 40,604.89		07	\$ 40,604.89	X Other: Exceptional Performance		
							08	\$ 41,788.06		08	\$ 41,788.06			
							09	\$ 42,970.18		09	\$ 42,970.18			
8000/8911	DHHS	Performance	Administrative Assistant 0000100000005	N/A	1	06PM	01	\$ 35,638.81	06PM	01	\$ 35,638.81	Immediate Recruitment Need	8/28/2016	3.4%
							02	\$ 36,896.35		02	\$ 36,896.35	Internal Equity		
							03	\$ 38,154.52		03	\$ 38,154.52	Misclassification		
							04	\$ 39,412.06		04	\$ 39,412.06	No Incumbent		
							05	\$ 40,670.02		05	\$ 40,670.02	Red Circled		
							06	\$ 41,927.56		06	\$ 41,927.56	Retention		
							07	\$ 43,185.94		07	\$ 43,185.94	X Other: Exceptional Performance		
							08	\$ 44,443.68		08	\$ 44,443.68			
							09	\$ 45,701.01		09	\$ 45,701.01			



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9000/9155	Parks	Performance	Park Unit Coord 1 00040220000017	N/A	1	22M	01 \$ 46,007.73	22M	01 \$ 46,007.73	Immediate Recruitment Need	8/28/2016	7.2%
							02 \$ 47,885.22		02 \$ 47,885.22	Internal Equity		
							03 \$ 49,444.43		03 \$ 49,444.43	Misclassification		
							04 \$ 51,071.29		04 \$ 51,071.29	No Incumbent		
							05 \$ 53,006.13		05 \$ 53,006.13	Red Circled		
			Retention									
			X Other: Exceptional Performance									
9000/9136	Parks	Performance	Park Unit Coord 1 00040220000030	N/A	1	22M	01 \$ 46,007.73	22M	01 \$ 46,007.73	Immediate Recruitment Need	8/28/2016	7.5%
							02 \$ 47,885.22		02 \$ 47,885.22	Internal Equity		
							03 \$ 49,444.43		03 \$ 49,444.43	Misclassification		
							04 \$ 51,071.29		04 \$ 51,071.29	No Incumbent		
							05 \$ 53,006.13		05 \$ 53,006.13	Red Circled		
			Retention									
			X Other: Exceptional Performance									
9000/9155	Parks	Performance	Park Unit Coord 2 00040220000018	N/A	1	24M	01 \$ 46,007.73	24M	01 \$ 46,007.73	Immediate Recruitment Need	8/28/2016	7.5%
							02 \$ 47,885.22		02 \$ 47,885.22	Internal Equity		
							03 \$ 49,444.43		03 \$ 49,444.43	Misclassification		
							04 \$ 51,071.29		04 \$ 51,071.29	No Incumbent		
							05 \$ 53,006.13		05 \$ 53,006.13	Red Circled		
			Retention									
			X Other: Exceptional Performance									

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2016**

^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
2430	Child Support	Clerical Assistant 1	Fiscal Assistant 2	04P	01	\$ 14.9523	\$ 31,100.87	4	07/05/2016	Promotion
					02	\$ 15.4801	\$ 32,198.54			
					03	\$ 16.0078	\$ 33,296.21			
					04	\$ 16.5355	\$ 34,393.88			
					05	\$ 17.0633	\$ 35,491.76			
					06	\$ 17.5911	\$ 36,589.42			
					07	\$ 18.1187	\$ 37,686.88			
					08	\$ 18.6463	\$ 38,784.34			
					09	\$ 19.1744	\$ 39,882.85			
3400	Register of Deeds	Recording Analyst	N/A	03P	01	\$ 14.0012	\$ 29,122.55	4	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	\$ 14.9894	\$ 31,177.97			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			
4300	House of Corrections	Facilities Maintenance Worker HOC	Power Plant Operator In-Charge	27M	01	\$ 26.2668	\$ 54,634.88	1	07/13/2016	Promotion
					02	\$ 27.4558	\$ 57,108.15			
					03	\$ 27.8130	\$ 57,850.99			
					04	\$ 29.1368	\$ 60,604.51			
					05	\$ 30.4326	\$ 63,299.84			
4500	District Attorney	Victim Witness Advocate	N/A	16A	01	\$ 18.6578	\$ 38,808.29	2	07/17/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 19.1535	\$ 39,839.36			
					03	\$ 19.7395	\$ 41,058.25			
					04	\$ 20.2975	\$ 42,218.73			
					05	\$ 20.8852	\$ 43,441.18			
					06	\$ 21.6939	\$ 45,123.29			
					07	\$ 22.5593	\$ 46,923.26			
4500	District Attorney	Office Support Assistant 1	N/A	01P	01	\$ 12.5126	\$ 26,026.18	4	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 12.9539	\$ 26,944.02			
					03	\$ 13.3958	\$ 27,863.33			
					04	\$ 13.8376	\$ 28,782.22			
					05	\$ 14.2789	\$ 29,700.06			
					06	\$ 14.7206	\$ 30,618.95			
					07	\$ 15.1622	\$ 31,537.42			
					08	\$ 15.6037	\$ 32,455.68			
					09	\$ 16.0456	\$ 33,374.78			
4500	District Attorney	Office Support Assistant 1	N/A	01P	01	\$ 12.5126	\$ 26,026.18	4	07/18/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 12.9539	\$ 26,944.02			
					03	\$ 13.3958	\$ 27,863.33			
					04	\$ 13.8376	\$ 28,782.22			
					05	\$ 14.2789	\$ 29,700.06			
					06	\$ 14.7206	\$ 30,618.95			
					07	\$ 15.1622	\$ 31,537.42			
					08	\$ 15.6037	\$ 32,455.68			
					09	\$ 16.0456	\$ 33,374.78			

**INFORMATIONAL ONLY**

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2016**

^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
4500	District Attorney	Clerical Assistant 1	N/A	03P	01	\$ 14.0012	\$ 29,122.55	2	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	\$ 14.9894	\$ 31,177.97			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			
4500	District Attorney	Clerical Assistant 1	N/A	03P	01	\$ 14.0012	\$ 29,122.55	3	08/14/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	\$ 14.9894	\$ 31,177.97			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			
4500	District Attorney	Clerical Assistant 1	N/A	03P	01	\$ 14.0012	\$ 29,122.55	2	07/05/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	\$ 14.9894	\$ 31,177.97			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			
4500	District Attorney	Clerical Assistant 1	N/A	03P	01	\$ 14.0012	\$ 29,122.55	2	08/01/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	\$ 14.9894	\$ 31,177.97			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			
5040	Airport	Airport Maintenance Worker - RA	N/A	15KZ	01	\$ 17.0686	\$ 35,502.68	3	07/31/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 17.6070	\$ 36,622.62			
					03	\$ 18.1440	\$ 37,739.61			
					04	\$ 19.1535	\$ 39,839.36			
					05	\$ 19.7395	\$ 41,058.25			
					06	\$ 20.2975	\$ 42,218.73			
					07	\$ 20.8852	\$ 43,441.18			
					08	\$ 21.6939	\$ 45,123.29			
					09	\$ 22.5593	\$ 46,923.26			
					10	\$ 23.4799	\$ 48,838.14			
					11	\$ 24.2444	\$ 50,428.44			
					12	\$ 25.0421	\$ 52,087.66			
8000	DHHS	Administrative Coordinator	Community Intervention Specialist	24	01	\$ 24.0362	\$ 49,995.26	4	07/03/2016	Promotion
					02	\$ 24.9554	\$ 51,907.20			
					03	\$ 25.8725	\$ 53,814.72			
					04	\$ 26.7895	\$ 55,722.25			
					05	\$ 28.0019	\$ 58,244.05			

**INFORMATIONAL ONLY**



**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2016**

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REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
8000	DHHS	HSW Bilingual	N/A	16C	01	\$ 16.8228	\$ 34,991.34	10	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 17.2149	\$ 35,807.09			
					03	\$ 17.6070	\$ 36,622.62			
					04	\$ 18.1441	\$ 37,739.82			
					05	\$ 18.6578	\$ 38,808.29			
					06	\$ 19.1535	\$ 39,839.36			
					07	\$ 19.7395	\$ 41,058.25			
					08	\$ 20.2975	\$ 42,218.73			
					09	\$ 20.8852	\$ 43,441.18			
					10	\$ 21.6939	\$ 45,123.29			
					11	\$ 22.5593	\$ 46,923.26			
					12	\$ 23.4800	\$ 48,838.35			
					13	\$ 24.2444	\$ 50,428.44			
					14	\$ 25.0421	\$ 52,087.66			
					15	\$ 25.9907	\$ 54,060.73			
					16	\$ 26.4774	\$ 55,072.89			
					17	\$ 26.9482	\$ 56,052.29			
8000	DHHS	HSW	N/A	16C	01	\$ 16.8228	\$ 34,991.34	7	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 17.2149	\$ 35,807.09			
					03	\$ 17.6070	\$ 36,622.62			
					04	\$ 18.1441	\$ 37,739.82			
					05	\$ 18.6578	\$ 38,808.29			
					06	\$ 19.1535	\$ 39,839.36			
					07	\$ 19.7395	\$ 41,058.25			
					08	\$ 20.2975	\$ 42,218.73			
					09	\$ 20.8852	\$ 43,441.18			
					10	\$ 21.6939	\$ 45,123.29			
					11	\$ 22.5593	\$ 46,923.26			
					12	\$ 23.4800	\$ 48,838.35			
					13	\$ 24.2444	\$ 50,428.44			
					14	\$ 25.0421	\$ 52,087.66			
					15	\$ 25.9907	\$ 54,060.73			
					16	\$ 26.4774	\$ 55,072.89			
					17	\$ 26.9482	\$ 56,052.29			
8000	DHHS	QA Specialist	N/A	16C	01	\$ 16.8228	\$ 34,991.34	14	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 17.2149	\$ 35,807.09			
					03	\$ 17.6070	\$ 36,622.62			
					04	\$ 18.1441	\$ 37,739.82			
					05	\$ 18.6578	\$ 38,808.29			
					06	\$ 19.1535	\$ 39,839.36			
					07	\$ 19.7395	\$ 41,058.25			
					08	\$ 20.2975	\$ 42,218.73			
					09	\$ 20.8852	\$ 43,441.18			
					10	\$ 21.6939	\$ 45,123.29			
					11	\$ 22.5593	\$ 46,923.26			
					12	\$ 23.4800	\$ 48,838.35			
					13	\$ 24.2444	\$ 50,428.44			
					14	\$ 25.0421	\$ 52,087.66			
					15	\$ 25.9907	\$ 54,060.73			
					16	\$ 26.4774	\$ 55,072.89			
					17	\$ 26.9482	\$ 56,052.29			

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
September 2016**

^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
8000	DHHS	Store and Distribution Assistant	N/A	03P	01	\$ 14.0012	\$ 29,122.55	3	08/29/2016	Training and experience exceed the maximum qualifications for the position.
					02	\$ 14.4954	\$ 30,150.47			
					03	<b>\$ 14.9894</b>	<b>\$ 31,177.97</b>			
					04	\$ 15.4837	\$ 32,206.10			
					05	\$ 15.9780	\$ 33,234.24			
					06	\$ 16.4721	\$ 34,261.95			
					07	\$ 16.9665	\$ 35,290.29			
					08	\$ 17.4604	\$ 36,317.58			
					09	\$ 17.9547	\$ 37,345.71			

**INFORMATIONAL ONLY**

**REVISIONS TO Executive Compensation Plan (ECP) REPORT  
Personnel Committee Meeting  
September 9, 2016**

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

**Dual Employment Report  
Personnel Committee Meeting  
September 9, 2016**

<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  
Personnel Committee Meeting  
September 9, 2016**

<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Title Description</b>	<b>Class</b>	<b>Status</b>	<b>Emergency Appt Date</b>	<b>AppType</b>	<b>Pay Range</b>
Courts	Green	Lori	Sr Assistant Clerical	A	F	6/20/2016	EA	04P
Family Care	Sabesan	Bridget	RN2 - Family Care	A	F	12/7/2015	EA	18N
Family Care	Zimmer	Kris	LTC Functional Screener	A	F	11/23/2015	EA	26



**Temporary Appointment Report  
Personnel Committee Meeting  
September 9, 2016**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS	1163	Schwartz	Lucas	61010008	Intern IT	A	I	0	5/9/2016	TA
Airport	5041	Singh	Chayanika	61010003	Intern Airport	A	I	0	8/15/2016	TA
Airport	5041	Thompson	Patrick	61010003	Intern Airport	A	I	0	7/18/2016	TA

**Temporary Assignment to a Higher Classification (TAHC) Report  
Personnel Committee Meeting  
September 9, 2016**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
Courts	Bajurny	Sue	Deputy Court Clerk	19Z	28M	Deputy Division Administrator	8/8/2016		11/6/2016	Vacant position
Courts	Barnett	Charles	Sr Assistant Clerical	4P	28M	Deputy Administrator Division	8/1/2016		10/30/2016	Vacant position
Courts	Brimley	Lisa	Deputy Division Administrator	28M	32M	Assisant Chief Deputy Clerk	6/13/2016		9/11/2016	Vacant position
MCSO	Dobson	Aaron	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/19/2016		10/16/2016	Vacant position
Corp Counsel	Foley	Colleen	Deputy Corporation Counsel	37AM	E006	Chief Corporation Counsel	6/2/2016	11/28/2016		Vacant position
MCSO	Gottschalk	Mitchell	Dep Sheriff 1	17BZ	30M	Dep Sheriff Lt	6/19/2016		10/7/2016	Vacant position
Human Resources	Gruchalski	Marco	Human Res Analyst 2 - Emp Ben	22M-NR	30M	Human Res Coord Parks	7/24/2016	10/21/2016		Vacant position
AgIng	James	Donna	Human Ser Wkr Aging	16DC	26M	Unit Supervisor - LTS	7/18/2016		10/15/2016	Vacant position
Aging	Kuzminski	Chester	Resource Manager Aging	915E	E001	Director Administration Aging	6/16/2016		9/13/2016	Vacant Position
MCSO	Lessila	Brad	Dep Sheriff 1	17BZ	30M	Sheriff Lieutenant	8/7/2016		11/4/2016	Vacant position
Parks	Mitchell	Akinyele	Park Worker 3 Seas	5108	13P	Parks/Highway Maint Worker	7/27/2016		10/25/2016	Vacant position
Parks	Nowakowski	Michael	Parks/Highway Maint Worker	13P	18Z	Park Maint Wrkr 2 IC	5/8/2016	10/13/2016		Vacant position
Parks	Owings	Danny	Parks/Highway Maint Worker	13P	18Z	Park Maint Wrkr 2 IC	6/19/2016		9/15/2016	Vacant position
Parks	Strong	Eddle	Park Worker 3 Seas	5108	13P	Parks/Highway Maint Worker	5/8/2016		10/13/2016	Vacant position
Courts	Steib	Joshua	Deputy Division Administrator	28M	32M	Assisant Chief Deputy Clerk	6/7/2016		9/5/2016	Vacant position
MCSO	Witek	Mark	Dep Sheriff Lt	30M	915E	Sheriffs Dept Captain	6/19/2016	10/9/2016		Vacant position
MCSO	Worden	Eric	Dep Sheriff 1	17BZ	30M	Sheriff Lieutenant	8/22/2016		11/4/2016	Vacant position