


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : April 29, 2013

TO : Committee on Finance, Personnel & Audit

FROM : Rick Ceschin, Deputy Director of Human Resources 

SUBJECT : **Informational Reports 05/16/13**
For Finance, Personnel & Audit Committee Meeting

Attached is an informational report listing *appointments at an advanced step of the pay range*, which the Director of Human Resources has approved.

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 16, 2013 Finance, Personnel & Audit Committee Meeting for informational purposes

RC:jam

Attachment

Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
May 2013

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. FISCAL YEAR IMPACT^A	JUSTIFICATION
DAS - Economic Development	1190	Adm Sec 4- Support Servs	Admin Spec - Econ Dev NR	07PM	01	\$ 17.8082	\$ 37,041.06	09	03/03/2013	\$9,729.76	Transfer Promotion / 20+ Experience
					02	\$ 18.4369	\$ 38,348.75				
					03	\$ 19.0653	\$ 39,655.82				
					04	\$ 19.6939	\$ 40,963.31				
					05	\$ 20.3223	\$ 42,270.38				
					06	\$ 20.9508	\$ 43,577.66				
					07	\$ 21.5794	\$ 44,885.15				
					08	\$ 22.2078	\$ 46,192.22				
					09	\$ 22.8365	\$ 47,499.92				
DAS - Economic Development	1190	N/A	Real Estate Agent	26M	01	\$ 24.1383	\$ 50,207.66	04	03/25/2013	\$4,188.06	New Hire Appointment / 10+ Experience
					02	\$ 24.9938	\$ 51,987.10				
					03	\$ 26.1252	\$ 54,340.42				
					04	\$ 26.4650	\$ 55,047.20				
					05	\$ 27.7247	\$ 57,667.38				
DOT	5800	Fiscal & Perf Mgmt Coord	Director of Operations	38M	01	\$ 39.4385	\$ 82,032.08	05	04/22/2013	\$8,944.99	Transfer Promotion / Experience/Education
					02	\$ 41.1010	\$ 85,490.08				
					03	\$ 42.7638	\$ 88,948.70				
					04	\$ 44.9601	\$ 93,517.01				
					05	\$ 47.7234	\$ 99,264.67				
BHD - Behavioral Health Div	6300	N/A	BH Staff Psychiatrist Hourly	44PM	01	\$ 82.8190	\$ 172,263.52	04	04/13/2013	\$14,991.66	New Hire Appointment / Recruitment at Market Rate
					02	\$ 85.7177	\$ 178,292.82				
					03	\$ 88.7178	\$ 184,533.02				
					04	\$ 91.8230	\$ 190,991.84				
					05	\$ 95.0367	\$ 197,676.34				
					06	\$ 98.3630	\$ 204,595.04				
					07	\$ 101.8057	\$ 211,755.86				
BHD - Behavioral Health Div	6300	N/A	House Physician I - Hourly	40XM	01	\$ 57.4578	\$ 119,512.22	03	TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 59.4687	\$ 123,694.90				
					03	\$ 61.5502	\$ 128,024.42				
					04	\$ 63.7044	\$ 132,505.15				
					05	\$ 65.9339	\$ 137,142.51				
					06	\$ 68.2418	\$ 141,942.94				
					07	\$ 70.6302	\$ 146,910.82				

^Bold/shaded border denotes rates of incumbents

Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
May 2013

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	EST. FISCAL YEAR IMPACT ^{MA}	JUSTIFICATION
BHD - Behavioral Health Div	6300	N/A	House Physician I - Hourly	40XM	01	\$ 57.4578	\$ 119,512.22	03	04/05/2013	\$6,813.85	New Hire Appointment / Recruitment at Market Rate
					02	\$ 59.4687	\$ 123,694.90				
					03	\$ 61.5502	\$ 128,024.42				
					04	\$ 63.7044	\$ 132,505.15				
					05	\$ 65.9339	\$ 137,142.51				
					06	\$ 68.2418	\$ 141,942.94				
					07	\$ 70.6302	\$ 146,910.82				
BHD - Behavioral Health Div	6300	N/A	Clinical Prog Dir Psy Hourly	34HM	01	\$ 73.6348	\$ 153,160.38	02	04/01/2013	\$4,245.52	New Hire Appointment / Recruitment at Market Rate
					02	\$ 76.0539	\$ 158,192.11				
					03	\$ 78.4729	\$ 163,223.63				
					04	\$ 80.8920	\$ 168,255.36				
					05	\$ 83.3110	\$ 173,286.88				
					06	\$ 85.7301	\$ 178,318.61				
					07	\$ 88.1491	\$ 183,350.13				
BHD - Behavioral Health Div	6300	N/A	EMS Instructor	18N	01	\$ 26.5101	\$ 55,141.01	04	04/01/2013	\$7,120.04	New Hire Appointment / Recruitment at Market Rate
					02	\$ 28.0892	\$ 58,425.54				
					03	\$ 29.4905	\$ 61,340.24				
					04	\$ 30.7558	\$ 63,972.06				
					05	\$ 32.1572	\$ 66,886.98				
					06	\$ 32.7951	\$ 68,213.81				
					07	\$ 33.4435	\$ 69,562.48				
					08	\$ 34.0082	\$ 70,737.06				
					09	\$ 34.5729	\$ 71,911.63				
BHD - Behavioral Health Div	6300	N/A	Fiscal Mgt Analyst 3	33JM	01	\$ 27.7247	\$ 57,667.38	06	04/08/2013	\$11,040.28	New Hire Appointment / 15+ Experience
					02	\$ 28.9577	\$ 60,232.02				
					03	\$ 30.3527	\$ 63,133.62				
					04	\$ 31.7185	\$ 65,974.48				
					05	\$ 33.1122	\$ 68,873.38				
					06	\$ 34.4813	\$ 71,721.10				
					07	\$ 36.1423	\$ 75,175.98				
					08	\$ 37.8038	\$ 78,631.90				

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BHD - Behavioral Health Div	6300	BH Clinical Psychologist III	BH Clinical ProgDir Psychology	34MP	01	\$ 48.3848	\$ 100,640.38	03	04/15/2013	\$7,697.42	Transfer Promotion / 15+ Experience
					02	\$ 50.8039	\$ 105,672.11				
					03	\$ 53.2229	\$ 110,703.63				
					04	\$ 55.6420	\$ 115,735.36				
					05	\$ 58.0610	\$ 120,766.88				
					06	\$ 60.4801	\$ 125,798.61				
					07	\$ 62.8991	\$ 130,830.13				
BHD - Behavioral Health Div	6300	N/A	Qual Assur Spec AODA	16C	01	\$ 16.0074	\$ 33,295.39	13	TBD	~	New Hire Appointment / Recruitment at Market Rate
					02	\$ 16.3806	\$ 34,071.65				
					03	\$ 16.7537	\$ 34,847.70				
					04	\$ 17.2648	\$ 35,910.78				
					05	\$ 17.7536	\$ 36,927.49				
					06	\$ 18.2252	\$ 37,908.42				
					07	\$ 18.7830	\$ 39,068.64				
					08	\$ 19.3138	\$ 40,172.70				
					09	\$ 19.8730	\$ 41,335.84				
					10	\$ 20.6426	\$ 42,936.61				
					11	\$ 21.4659	\$ 44,649.07				
					12	\$ 22.3420	\$ 46,471.36				
					13	\$ 23.0695	\$ 47,984.56				
14	\$ 23.8285	\$ 49,563.28									
15	\$ 24.7311	\$ 51,440.69									
16	\$ 25.1942	\$ 52,403.94									
17	\$ 25.6422	\$ 53,335.78									

^^Est. Fiscal Current Year fiscal impact amount is based upon number of weeks remaining in 2013 from date of appointment and the difference from the required rate to the advanced rate. Based on 40 Hour Work Week.

^Bold/shaded border denotes rates of incumbents