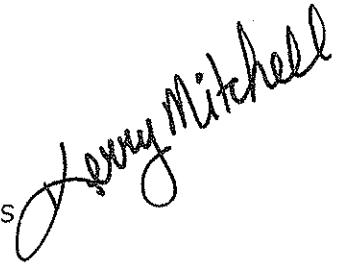


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

AMENDED

DATE : January 18, 2012
TO : Committee on Personnel
FROM : Kerry J. Mitchell, Interim Director of Human Resources
SUBJECT : **Amended Informational Report for 01/27/2012
Personnel Committee Meeting**



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

These reports (*reclassifications, advancements within the pay range, reallocations, and revisions to ECP*) are provided in accordance with the provisions of Chapter 17 and may be included on the agenda of the January 27, 2012 Personnel Committee Meeting for informational purposes.

In the event the Personnel Committee takes no action, the transactions noted on the reports will be implemented.

KJM:rly

Copy: HR Managers

Personnel Committee Meeting Date: January 27, 2012

Amended 01-23-2012

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

Requestor	Org	Position	Current Classification (Title)	Current Pay range	Proposed Classification Title)	Proposed Pay range	Current Year Impact (Top Step)	Annual Year Impact	Rate Steps	Pay Grade Rates	Annual Salary	Reason
CSS	2432	59270	Legal Counsel 2	34EM	Legal Counsel Administrator Child Support Services	37AM	\$6,448	\$6,985	01	\$46.3335	\$ 96,373.68	Change in Duties
									02	\$49.0132	\$101,947.46	
									03	\$51.9530	\$108,062.24	
									04	\$55.0701	\$114,545.81	
									05	\$58.3624	\$121,393.79	
Child Support	2432	59260	Legal Counsel Child Support Supervisor	38M	Legal Counsel Assistant Administrator	38LM	\$5,635	\$6,104	01	\$39.4385	\$ 82,032.08	Change in Duties
									02	\$41.1010	\$ 85,490.08	
									03	\$42.7638	\$ 88,948.70	
									04	\$44.9601	\$ 93,517.01	
									05	\$47.7234	\$ 99,264.67	
									6	\$50.6584	\$105,369.47	
									7	\$53.7739	\$111,849.71	
UW Extension	9910	00017	Clerical Assistant 2 NR	4PM	Executive Assistant-UW Extension	6PM	\$3,572	\$3,889	01	\$16.3036	\$ 33,911.49	Change in Duties
									02	\$16.8789	\$ 35,108.11	
									03	\$17.4545	\$ 36,305.36	
									04	\$18.0299	\$ 37,502.19	
									05	\$18.6053	\$ 38,699.02	
									06	\$19.1806	\$ 39,895.65	
									07	\$19.7563	\$ 41,093.10	
									08	\$20.3316	\$ 42,289.73	
									09	\$20.9068	\$ 43,486.14	
Parks	9000	42190	*Forestry Worker DOT	15Z	Natural Resources Technician Parks	15Z	\$0	\$0				Retitle
Parks	9000	42155	**Forestry Worker DOT In Charge	21	Natural Resources Technician In Charge Parks	21	\$0	\$0				Retitle

*5 positions
 **36 positions

Personnel Committee Meeting Date: January 27, 2012

Amended 01-23-2012

Reclassification Report

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Requestor	Org	Position	Current Classification (Title)	Current Pay range	Proposed Classification Title)	Proposed Pay range	Current Year	Annual Year	Rate Steps	Pay Grade Rates	Annual Salary	Reason
Parks	9000	41340	Safety and Training Coordinator Parks	30M	Safety, Security and Training Manager	32M	\$5,045	\$5,466	01	\$30,3527	\$ 63,133.62	Change in Duties
									02	\$31,7185	\$ 65,974.48	
									03	\$33,1122	\$ 68,873.38	
									04	\$34,4813	\$ 71,721.10	
									05	\$36,1423	\$ 75,175.98	
Family Care	7990	76154	Accounting Manager CMO Accounts Receivable	32M	Assistant Program Administrator Fiscal/Contracts	33M	\$2,628	\$2,847	01	\$31,7185	\$ 65,974.48	
									02	\$33,1122	\$ 68,873.38	
									03	\$34,4813	\$ 71,721.10	
									04	\$36,1423	\$ 75,175.98	
									05	\$37,8038	\$ 78,631.90	
Family Care	7993	04350	Accountant IV NR	25M	Accounting Manager Family Care	32M	\$11,528	\$12,489	01	\$30,3527	\$ 63,133.62	Change in Duties
									02	\$31,7185	\$ 65,974.48	
									03	\$33,1122	\$ 68,873.38	
									04	\$34,4813	\$ 71,721.10	
									05	\$36,1423	\$ 75,175.98	

Personnel Committee Meeting Date: January 27, 2012

Amended 01-23-2012

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

Requestor	Org	Position	Current Classification (Title)	Current Pay range	Proposed Classification Title)	Proposed Pay range	Current Year	Annual Year	Rate Steps	Pay Grade Rates	Annual Salary	Reason
DHHS	8942	55550	*Intake Specialist CCC	16	Human Service Worker Juvenile Justice	16C	\$22,155	\$24,030	01	\$16,0074	\$ 33,295.39	
									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	\$ 42,936.81	
									11	\$21.4659	\$ 44,849.07	
									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	

*15 filled positions

Personnel Committee Meeting Date: January 27, 2012

Amended 01-23-2012

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

Requestor	Org	Position	Current Classification (Title)	Current Pay range	Proposed Classification Title)	Proposed Pay range	Current Year	Annual Year	Rate Steps	Pay Grade Rates	Annual Salary	Reason
DHHS	8942	55550	*Intake Specialist CCC	16	Human Service Worker Juvenile Justice	16C	\$905	\$980	01	\$16,0074	\$ 33,295.39	Retitle
									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	

*1 vacant position

Personnel Committee Meeting Date: January 27, 2012

Amended 01-23-2012

Reclassification Report

In accordance with the provisions of 17.05 of the Milwaukee County General Ordinances, the Director of Human Resources intends to reclassify the position noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with this action.

Requestor	Org	Position	Current Classification (Title)	Current Pay range	Proposed Classification Title)	Proposed Pay range	Current Year	Annual Year	Rate Steps	Pay Grade Rates	Annual Salary	Reason
DHHS	8942	55550	*Intake Specialist CCC Bilingual Spanish	16	Human Service Worker Juvenile Justice Bilingual Spanish	16C	\$2,954	\$3,204	01	\$16,0074	\$ 33,295.39	Retitle
									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	
DHHS	8941	56300	**Human Service Worker	16C	Human Service Worker Juvenile Justice	16C	\$0	\$0				Retitle

*2 filled positions
Total

** 45 positions

\$97,407 \$105,576

Personnel Committee Date: January 27, 2012

ADVANCEMENT WITHIN THE PAY RANGE REPORT

In accordance with the provisions of 17.10 of the County General Ordinances, the Director of Human Resources intends to approve the advancement within the pay range for the positions noted below. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.

REQUESTOR	DEPT ORG UNIT	TITLE CODE NO POS	CURRENT CLASSIFICATION REQUESTED STEP CHANGE	PAY RANGE	CURR YEAR	SUB YEAR	RATE STEPS	PAYGRADE RATES	REASON
							01	\$ 32,888.00	
							02	\$ 34,532.00	
							03	\$ 36,177.00	
Parks	9100	00079560 / 0002	Asst Chief of Recreation & Business Operations To advance from step 3 to step 4 of the pay same range	916E	\$425	\$3,696	04	\$ 37,821.50	To retain the services of the incumbent
							05	\$ 39,466.00	
							06	\$ 40,699.40	
							07	\$ 41,932.80	
							08	\$ 42,754.80	

Total:

\$425 \$3,696

Reallocation Report - AMENDED
Personnel Committee Meeting
January 27, 2012

In accordance with the provisions of 17.055 of the County General Ordinances, the Director of Human Resources intends to reallocate the positions noted below.
 The Department of Administration has verified that funds are available within the adopted budget.

DEPT	DEPT ORG	TITLE CODE	AUT POS	FILLED POS	CURRENT CLASSIFICATION	CURRENT PAY RANGE & # OF STEPS	PAY RATE	RECOMMENDED PAY RANGE & # OF STEPS	PAY RATE	PAY STEP	NEW PAY RATE	CURR YEAR DIFF	SUB YEAR DIFF	MAX YEAR DIFF	REASON
							\$ 29,2104		\$ 33,1122						
							\$ 30,6708		\$ 34,4813						
						915E	\$ 32,1317	34M	\$ 36,1423*						
5040	5051	00078770	001	001	Airport Maintenance Manager	8 STEPS IN PAY RANGE	\$ 33,5919	5 STEPS IN PAY RANGE	\$ 37,8038	From step 5 of old rate to step 3 of new rate	\$ 36,1423	\$ 2,158	\$ 2,449	\$ 2,449	SALARY COMPRESSION
							\$ 36,1484		\$ 39,4385						
							\$ 37,2435								
							\$ 37,9737								
							\$ 29,2104		\$ 33,1122						
							\$ 30,6708		\$ 34,4813						
						915E	\$ 32,1317	34M	\$ 36,1423						
5040	5081	00076780	001	001	Airport Operations Managers	8 STEPS IN PAY RANGE	\$ 33,5919	5 STEPS IN PAY RANGE	\$ 37,8038*	From step 6 of old rate to step 4 of new rate	\$ 37,8038	\$ 3,279	\$ 3,721	\$ 3,721	SALARY COMPRESSION
							\$ 35,0526		\$ 39,4385						
							\$ 36,1484*								
							\$ 37,2435								
							\$ 37,9737								
							\$ 29,2104		\$ 33,1122						
							\$ 30,6708		\$ 34,4813						
						915E	\$ 32,1317	34M	\$ 36,1423						
5100	5190	00077430	001	001	Highway Maintenance Manager	8 STEPS IN PAY RANGE	\$ 33,5919	5 STEPS IN PAY RANGE	\$ 37,8038*	From step 6 of old rate to step 4 of new rate	\$ 37,8038	\$ 3,279	\$ 3,721	\$ 3,721	SALARY COMPRESSION
							\$ 35,0526		\$ 39,4385						
							\$ 36,1484*								
							\$ 37,2435								
							\$ 37,9737								
							\$ 26,1407		\$ 28,9577						
							\$ 27,4477		\$ 30,3527						
							\$ 28,7546		\$ 31,7185						
5100	5180	00077460	001	001	Assistant Highway Maintenance Manager	8 STEPS IN PAY RANGE	\$ 30,0614	5 STEPS IN PAY RANGE	\$ 33,1122*	From step 6 of old rate to step 4 of new rate	\$ 33,1122	\$ 1,512	\$ 1,716	\$ 1,716	SALARY COMPRESSION
							\$ 31,3686		\$ 34,4814						
							\$ 32,3487*								
							\$ 33,3289								
							\$ 33,9827								
1140	1141	00076632	001	NA	Executive Director 2 - Human Resources Compensation Manager	5 STEPS IN THE PAY RANGE	\$ 36,1423	002E PAY RANGE CONSIST OF A MINIMUM, MIDPOINT AND MAXIMUM WAGE RATE	\$ 37,20	NA, NO CURRENT INCUMBENT	NA	NA	NA	NA	RECRUITMENT & RETENTION
							\$ 27,8038		\$ 46,16						
							\$ 39,4385		\$ 55,12						
							\$ 41,1010								
							\$ 42,7638								
							\$ 26,1250		\$ 28,9577						
6300	6363	00053355	001	001	Rehabilitation Services Supervisor	5 STEPS IN THE PAY RANGE	\$ 26,4650	31M	\$ 30,3527	From step 5 of old rate to step 2 of new rate	\$ 31,7185	\$ 2,588	\$ 3,070	\$ 3,070	SALARY COMPRESSION
							\$ 27,7247		\$ 33,1122						
							\$ 28,9577		\$ 34,4814						
							\$ 30,3527*								
							\$ 26,1250		\$ 28,9577						
							\$ 26,4650		\$ 30,3527						
6300	6403	00056860	001	001	Community Support Program Coordinator	5 STEPS IN THE PAY RANGE	\$ 27,7247	31M	\$ 31,7185*	From step 5 of old rate to step 2 of new rate	\$ 31,7185	\$ 2,588	\$ 3,070	\$ 3,070	SALARY COMPRESSION
							\$ 28,9577		\$ 33,1122						
							\$ 30,3527		\$ 34,4814						
							\$ 26,1250		\$ 28,9577						
							\$ 26,4650		\$ 30,3527						
6300	6403	00056860	002	002	Community Support Program Coordinator	5 STEPS IN THE PAY RANGE	\$ 27,7247	31M	\$ 31,7185*	From step 5 of old rate to step 2 of new rate	\$ 31,7185	\$ 2,588	\$ 3,070	\$ 3,070	SALARY COMPRESSION
							\$ 28,9577		\$ 33,1122						
							\$ 30,3527		\$ 34,4814						
TOTALS												\$ 15,404.00	\$ 17,747.00	\$ 17,747.00	

* Bold pay rates indicate old and new rates used to determine fiscal impact of Reallocation for incumbent currently in the position.

REVISIONS TO ECP REPORT
Personnel Committee Meeting
January 27, 2012

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