COUNTY OF MILWAUKEE Department of Human Resources

INTER-OFFICE COMMUNICATION

DATE : May 1, 2018

To : Committee on Personnel

FROM : Dean Legler, Director of Compensation, Department of Human Resources

Subject: Informational Report for May 2018 Personnel Committee

Meeting

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

The reports are:

- Reclassifications
- Advancements within the pay range
- > 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 30, 2018)

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 10, 2018 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

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.

3 ***	1	ORDINANCE	CURRENT	RECOMMENDED	1	1		RRENT	6.0		IMENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	NO. POSITIONS	PAY R	RANGE	ANNUAL PAY RATE	PAY R	1	ANNUAL PAY	Civil Service	Comments	Effective Date	%
1	DOT	Reclassification	Director Marketing Commun	Director Air Serv Development	1	916E	02 03 04 05 06 07	\$ 72,610.60 \$ 76,241.44 \$ 79,871.64 \$ 83,502.27 \$ 87,133.11 \$ 89,856.02	902E	Max	\$ 82,139.62 \$ 101,908.98 \$ 121,701.01	Classification Classified	Scope of the job increased to include air service development responsibilities.	02/25/2018	5.00%
2	DOT	Reclassification	Accountant 4	Budget and Mgmt Analyst	1	25M	01 02 03 04	\$ 51,403.13 \$ 53,292.60 \$ 55,181.22 \$ 57,679.23 \$ 58,429.50		02 03 04	\$ 57,679.23	Classified	The job duties changed and aligned with other Budget and Mgmt Analysts throughout the county. Position is vacant.	02/25/2018	0.00%
3	DOT	Reclassification	Electrical Mech Supv	Electrical Mech	1	5414	01		5409		\$ 66,853.49	Classified	Organizational structure no longer supported the need for a supervisor position.	04/01/2018	0.00%
4	DOT	Increase within Salary Grade	Airport Accounting Manager	N/A	1	915E	02	\$ 77,389.13 \$ 79,808.41 \$ 82,226.21	915E	02 03 04 05	\$ 74,164.40 \$ 77,389.13 \$ 79,808.41	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained.	04/08/2018	5.05%
5	Veterans Services	Increase within Salary Grade	Officer Veterans Service	N/A	1	915E	01 02 03 04 05 06 07	\$ 64,490.87 \$ 67,714.96	915E	01 02 03 04 05 06	\$ 70,940.32 \$ 74,164.40 \$ 77,389.13	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained.	03/25/2018	9.52%
6	Veterans Services	Increase within Salary Grade	Administrative Assistant	N/A	1	06P	01 02 03 04 05 06 07 08	\$ 36,711.31 \$ 38,006.46 \$ 39,302	06P	01 02 03 04 06 06 07 08	\$ 36,711.31 \$ 38,006.46 \$ 39,302.89 \$ 40,598.46 \$ 41,898.83 \$ 43,189.61 \$ 44,485.19 \$ 45,781.40	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained especially due to the fact that this employee is only 1 of 2 people in this department.	04/08/2018	6.70%
7	Parks	Increase within Salary Grade	Asst Chief of Rec/Business Op	N/A	1	916E	01 02 03 04 05	\$ 72,610.60 \$ 76,241.44	916E	01 02 03 04 05 06 07 08	\$ 72,610.60 \$ 76,241.44 \$ 79,871.64 8 50 \$ 87,133.11 \$ 89,856.02 \$ 92,578.73	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	12/31/2017	9.52%
8	Aging	Increase within Salary Grade	Service Support Specialist Bi-lingual	N/A	1	09		\$ 32,980.11 \$ 33,842.20 \$ 34,785.13	09	01 02 03 04 05	\$ 32,173.40 \$ 32,980.11 \$ 33,842.20 \$ 34,785.13	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This will also address some equity issues within this position in the department.	02/25/2018	3.86%

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.

		ORDINANCE	CURRENT	RECOMMENDED	NO.		CURR	RENT		RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY R	RANGE	ANNUAL PAY RATE	PAY F	RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
9	Aging	Increase within Salary Grade	Service Support Specialist	N/A	1	09	01 \$ 02 \$ 03 \$ 04 \$ 05 \$	33,842.20 34,785.13		02 03 04	\$ 32,173.40 \$ 32,980.11 \$ 33,842.20 \$ 34,785.13 \$ 36,127.60	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This will also address some equity issues within this position in the department.	02/25/2018	5.19%
10	Aging	Increase within Salary Grade	Human Service Worker Aging	N/A	1	16Z4	01 \$ 02 \$ 03 \$ 04 \$ 05 \$ 06 \$ 07 \$ 08 \$ 09 \$ 10 \$ 11 \$ 12 \$	6 42,640,91 6 43,875.59 6 45,574.53 6 47,392.49 6 49,326.73 6 52,608.53 6 54,601.33 6 55,623.62		02 03 04 05 06 07 08 09 10	\$ 42,640.91 \$ 43,875.59 \$ 45,574.53 \$ 47,392.49 \$ 49,326.73	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	02/25/2018	3.46%
11	Aging	Increase within Salary Grade	Human Service Worker Aging	N/A	1	16Z4	01 \$ 02 \$ 03 \$ 04 \$ 05 \$ 06 \$ 07 \$ 08 \$ 09 \$ 10 \$ 11 \$ 12 \$	42,640.91 43,875.59 45,574.53 47,392.49 49,326.73 50,932.73 52,608.53 54,601.33 55,623.62	16Z4	02 03 04 05 06 07	\$ 41,213.07 \$ 41,468.83 \$ 42,640.91 \$ 43,875.59 \$ 45,574.53 \$ 47,392.49	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	02/25/2018	3.46%
12	Aging	Increase within Salary Grade	Director Admin Aging	N/A	1	901E	Min \$ Mid \$ Max \$	79,446.64	901E	Min Mid Max	\$ 79,446.64	Unclassified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This employee is also a high performer.	02/25/2018	5.00%
13	Aging	Increase within Salary Grade	Adminstrator Finance Ops Ag	N/A	1	901E	Min \$ Mid \$ Max \$	79,446.64	901E	Min Mid Max	\$ 79,446.64	Unclassified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This employee is also a high performer.	02/25/2018	5.00%

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.

	Service Service	ORDINANCE	CURRENT	RECOMMENDED	NO.	T		IRRENT		DECAM SCANNING	MENDED	M M 202	T		
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY F	RANGE	ANNUAL PAY RATE	PAY F	RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
14	Corp Counsel	Increase within Salary Grade	Paralegal	N/A	1	24M	01 02 03 04 05	\$ 49,510.27 \$ 51,403.13 \$ 53,292.60 \$ 55,181.22 \$ 57,679.23	24M	01 02 03 04 05	\$ 49,510.27 \$ 51,403.13 \$ 53,292.60 \$ 55,181.22 \$ 57,679.23	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This employee is also a high performer.	02/12/2018	7.64%
15	Register of Deeds	Increase within Salary Grade	Records Clerk	N/A	1	03P	01 02 03 04 05 06 07 08	\$ 29,413.78 \$ 30,451.98 \$ 31,489.75 \$ 32,528.17 \$ 33,566.58 \$ 34,604.57 \$ 35,643.19 \$ 36,680.76 \$ 37,719.17	03P	01 02 03 04 05 06 07 08	\$ 30,451.98 \$ 31,489.75 \$ 32,528.17 \$ 33,566.58 \$ 34,604.57 \$ 35,643.19 \$ 36,680.76	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	03/25/2018	7.06%
16	Register of Deeds	Increase within Salary Grade	Real Property Analyst	N/A	1	06P	01 02 03 04 05 06 07 08	\$ 36,741.31 \$ 38,006.46 \$ 39,302.89 \$ 40,598.46 \$ 41,893.83		01 02 03 04 05 06 07	\$ 36,711.31 \$ 38,006.46 \$ 39,302.89	Classified	Employee is a operationally critical employee and there were some equity issues among employees that the department addressed with this increase.	03/25/2018	7.06%
17	DAS - Risk Management	Reclassification	Safety Program Manager	Safety Specialist	2	31M	01 02 03 04 05	\$ 63,932.83 \$ 67,012.64 \$ 70,027.94 \$ 73,105.20 \$ 76,127.92	25	01 02 03 04 05	\$ 52,426.27 \$ 54,352.87 \$ 56,279.47 \$ 58,826.49 \$ 61,379.66	Classified	In an effort to improve recruitment efforts and aligning organizational structure these positions have been aligned with the other Safety Specialist in the County. Positions are vacant.	03/25/2018	0.00%
18	DAS - Risk Management	Reclassification	Safety Manager	Loss Control Manager	1	32M	01 02 03 04 05		34M		\$ 83,463.23	Classified	Scope of the job increased to include county wide risk mitigation responsibilities.	03/25/2018	4.60%
19	DAS	Increase within Salary Grade	Sr GIS Analyst	N/A	1	30		\$ 62,672.69	30	01 02 03 04 05	\$ 60,004.31 \$ 62,672.69 \$ 65,692.02 \$ 68,648.13 \$ 71,664.49	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This employee is also a high performer.	01/28/2018	14.34%
20	DAS	Increase within Salary Grade	Risk Management Director	N/A	1	902E	Min Mid Max \$	\$ 101,908.98	902E	Mid	\$ 82,139.62 \$ 101,908.98 \$ 121,701.01 121,272.50	Unclassified	Concern about losing a key operational employee. Employee is breaking records in Department and is also taking on the interim Director position in another Department in addition to her own workload.	01/28/2018	9.00%
21	DAS	Reclassification	Analyst Cost	Sr Analyst Fiscal and Budget	1	27	01 02 03 04 05	\$ 56,279.47 \$ 58,826.49 \$ 61,379.66 \$ 64,301.39 \$ 57,160.95	30	01 02 03 04 05	\$ 62,672.69	Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance supervision duties.	03/25/2018	2.21%

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.

	T	ORDINANCE	CURRENT	RECOMMENDED	NO.		CUR	RRENT	F	RECOMM					
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY R	ANGE	ANNUAL PAY RATE	PAY R	ANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
22	DAS	Reclassification	Supervisor Accounting	Sr Analyst Fiscal and Budget	1	31M	03 04	\$ 63,932.83 \$ 67,012.64 \$ 70,027.94 \$ 73,105.20 \$ 76,127.92	30	02 S 03 S 04 S	\$ 60,004.31 \$ 62,672.69 \$ 65,92.02 \$ 68,648.13 \$ 71,664.49	Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance supervision duties.	3/25/2018	2.75%
23	DAS	Reclassification	Analyst Account	Manager Financial CBO	1	24	01 02 03 04	\$ 50,495.21 \$ 52,426.27 \$ 54,352.87 \$ 56,279.47 \$ 58,826.49		01 S 02 S 03 S	\$ 76,127.71 \$ 79,794.83 \$ 83,463.23 \$ 87,072.42	Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance supervision duties.	3/25/2018	0.00%
24	DAS	Reclassification	Accountant	Analyst Fiscal and Budget	1	25M	03 04	\$ 53,292.60 \$ 55,181.22 \$ 57,679.23 \$ 58,429.50	26M	03 S 04 S	\$ 53,292.60 \$ 55,181.22 \$ 57,679.23 \$ 58,429.50 \$ 61,210.55	Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance supervision duties.	3/25/2018	3.68%
25	DAS	Reclassification	Sr Budget Analyst	Operating Budget Manager	1	33JM	03 04 05 06 07	\$ 61,210.55 \$ 63,932.83 \$ 67,012.64 \$ 70,027.94 \$ 73,105.20 \$ 76,127.71 \$ 79,794.83 \$ 83,463.23	37M	03 \$	83,46,23 \$ 87,072.42 \$ 90,742.73 \$ 94,414.09 \$ 99,262.85	Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance management and supervision duties.	03/25/2018	36.35%
26	DAS	Reclassification	Clerical Spec IMSD	Associate Accounting	1	05P	02 03 04 05 06	\$ 33,844.32 \$ 35,038.69 \$ 36,233.69 \$ 37,427.84 \$ 38,622.85 \$ 39,816.79 \$ 41,010.94 \$ 42,205.94	20	02 1		Classified	Department is going through a re- organization to better match duties to the jobs and allow for succession planning and develoment as well as balance management and supervision duties.	06/03/2018	5.02%
27	Medical Examiner	Increase within Salary Grade	Investigator Forensic	N/A	2	25	01 02 03	\$ 52,426.27 \$ 54,352.87 \$ 56,279.47 \$ 58,826.49	25	02 \$	56,279.47 58,826.49	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity these employees were granted an increase to be more in line with other's in this position with comparable experience and job performance.	3/25/2018	9.06%
28	Medical Examiner	Increase within Salary Grade	Investigator Forensic	N/A	1	25		\$ 54,352.87 \$ 56,279.47 \$ 58,826.49	25	02 \$ 03 \$ 04 \$	56,279.47	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	3/25/2018	8.23%

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.

			1	·	1	ange in E		s to reflect a weight						
Index #	REQUESTOR	ORDINANCE	CURRENT	RECOMMENDED	NO.		CUF	RRENT		ECOMMENDED	Civil Camilan			
maex #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY R	ANGE	ANNUAL PAY RATE	PAY RA	NGE ANNUAL PAY	Civil Service Classification	Comments	Effective Date	%
29	Medical Examiner	Increase within Salary Grade	Investigator Forensic	N/A	3	25	02 03 04 05	\$ 54,352.87 \$ 56,279.47 \$ 58,826.49		01 \$ 52,426.27 02 \$ 54,352.87 03 \$ 56 279.47 04 \$ 58,826.49 05 \$ 61,379.66	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	3/25/2018	7.34%
30	Medical Examiner	Increase within Salary Grade	Investigator Forensic	N/A	4	25	01 02 03 04 05	\$ 54,352.87 \$ 56,279.47 \$ 58,826.49		01 \$ 52,426.27 02 \$ 54,352.87 03 \$ 56,279.47 04 \$ 58,826.49 05 \$ 61,379.66	Classified	Department has equity issues related to this position and therefore in an effort to address some of the equity this employee was granted an increase to be more in line with other's in this position with comparable experience and job performance.	3/25/2018	3.67%
31	Sheriff	Increase within Salary Grade	Fiscal Asst 1	N/A	1	03Z1		\$ 30,451.98 \$ 31,489.75 \$ 32,528.17 \$ 33,566.58 \$ 34,604.57		01 \$ 29,801.11 02 \$ 30,451.93 03 \$ 31,489.75 04 \$ 32,528.17 05 \$ 33,566.58 06 \$ 34,604.57 07 \$ 35,643.19 08 \$ 36,680.76 09 \$ 37,719.17	Classified	Concern over losing a operationally critical employee and wanted to ensure that this employee was retained. This employee is also a high performer.	01/28/2018	2.18%
32	Sheriff	Reclassification	Sr. Executive Asst.	N/A	1	04Z1	01 02 03 04 05 06 07 08	\$ 31,588.68 \$ 32,520.53 \$ 33,629.17 \$ 34,737.82 \$ 35,846.67 \$ 36,955.32 \$ 38,063.75	28M	01 \$ 57.679.23 02 \$ 58,429.49 03 \$ 61,210.66 04 \$ 63,932.75 05 \$ 67,012.61	Classified	Position was reclassed to align with other Sr Executive Assistants throughout the County. This position has taken on the advanced duties as well.	03/25/2018	60.90%
33	DHHS	Reclassification	Quality Assurance Specialist DHHS	N/A	1	16C	01 02 03 04 05 06 07 08 09 10 11 12 13 14 15	\$ 35,341.26	1625	01 \$ 44,510.70 02 \$ 45,574.53 03 \$ 47,392.49 04 \$ 49,326.73 05 \$ 50,932.73 06 \$ 52,608.53 07 \$ 54,601.33 08 \$ 55,623.62 09 \$ 56,612.81	Classified	Position was reclassed to align with other Quality Assurance Specialists within the Department. Position is currently vacant.	03/25/2018	0.00%

RECLASSIFICATION DAS FISCAL FORM Department: 4000 Sheriff

Date of Advancement Request: Date of anticipated advancement: 3/25/2018 3/25/2018

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	2017 total	Annual Total
	EXISTING	POSITION(S)*:													
1	4000	4002	00000701	Sr Assistant Executive	04Z1	05	1	1.0	17.23	1,379	105	711	18	39,510	57,070
2															
3															
4															
5															
6															
7														21111	
8															
9															
10															
													SUBTOTAL:	39,510	57,070
	RECLASSI	FY POSITION(S)	*:												
1	4000	4002	00000701	Sr Assistant Executive	28M	01	1	1.0	27.73	2,218	170	817	18	57,698	83,341
2															
3															
4															
5															
6															
7															
8															
9															
10								1700							
													SUBTOTAL:	57,698	83,341
										T	OTAL COST:			18,188	26,271

^{*} Pension Fixed Rate for 2018 = 12.68% of salary (No impact on Health Insurance of this action)

The department has certified that there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):	
A	
	4/30/2018
Director of Performance Strategy, and Budget	DATE

RECLASSIFICATION DAS FISCAL FORM

Department: 115 DAS
Date of Advancement Request:
Date of anlicipated advancement:

4/30/2018 6/3/2018

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	2018 total	Annual Total
		POSITION(S)*:													
1	115	1156	00001284	Clerical Spec IMSD	05P	09	1	1.0	20.87	1,669	128	748	15	38,169	66,159
													SUBTOTAL:	38,169	66,15
	RECLASSIF	Y POSITION(S)	•	*									SOBIOTAL	30,109	00,13
1	115	1156	00004203	Associate Accounting	20	02	1	1.0	21.91	1,753	134	758	15	39,678	68,77
		-													
													SUBTOTAL:	39,678	68,77
										+	OTAL COST:		GODIOTAL.	1,510	2,61

^{*} Pension Fixed Rate for 2018 = 12.68% of salary (No impact on Health Insurance of this action)

The department has certified that there are sufficient funds for the advance
--

COMMENT/NARRATIVE (optional): 4/30/2018 Director of Performance, Strategy, and Budget DATE

RECLASSIFICATION DAS FISCAL FORM Department: 115 DAS Date of Advancement Request: 3/25/2018 Date of anticipated advancement: 3/25/2018

Item	Org	Low	Title	Position	Pay	Step	No. of		Hrly	Biweekly	Social	Fringe	Pay Periods	2018	Annual
	Unit	Org	Code	Name	Range		Positions	FTEs	Rate	Salary	Security	Benefits	Remaining	total	Total
	EXISTING F	POSITION(S)*:													
1	115	1156	00004412	Analyst Cost	27	05	1	1.0	32.29	2,583	198	864	20	72,885	94,751
2	115	1156	00004431	Supervisor Accounting	31M	01	1	1.0	30.74	2,459	188	848	20	69,897	90,866
3	115	1156	00004363	Accountant	25M	01	1	1.0	24.71	1,977	151	787	20	58,300	75,789
4	115	1157	00012221	Sr Budget Analyst	33JM	01	1	1.0	29.43	2,354	180	835	20	67,377	87,591
													SUBTOTAL:	268,459	348,99
		FY POSITION(S)		0.1.1.5											
_1	115	1156	00004413	Sr Analyst Fiscal and Budget	30	04	1	1.0	33.00	2,640	202	871	20	74,262	96,540
2	115	1156	00004413	Sr Analyst Fiscal and Budget	30	03	1	1.0	31.58	2,527	193	856	20	71,526	92,983
3	115	1156	00004364	Analyst Fiscal and Budget	26M	01	1	1.0	25.62	2,050	157	796	20	60,048	78,063
4	115	1157	00012225	Operating Budget Manager	37M	01	1	1.0	40.13	3,210	246	943	20	87,975	114,36
													SUBTOTAL:	293,811	381,95
										T	OTAL COST:			25,351	32,95

^{*} Pension Fixed Rate for 2018 = 12.68% of salary (No impact on Health Insurance of this action)

The department has certified that there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):	
	4/30/2018
Director of Performance, Strategy, and Budget	DATE

RECLASSIFICATION DAS FISCAL FORM
Department: 115 DAS
Date of Advancement Request:
Date of anticipated advancement: 3/25/2018 3/25/2018

Item	Org	Low	Title	Position	Pay	Step	No. of		Hrly	Biweekly	Social	Fringe	Pay Periods	2018	Annual
	Unit	Org	Code	Name	Range		Positions	FTEs	Rate	Salary	Security	Benefits	Remaining	total	Total
	EXISTING I	POSITION(S)*:													
_1	117	1101	058892	Safety Manager	32M	05	1	1.0	38.36	3,069	235	925	20	84,579	109,953
						<u> </u>							SUBTOTAL:	84,579	109,953
		FY POSITION(S)*:													
_1	117	1101	TBD	Loss Control Manager	34M	04	1	1.0	40.13	3,210	246	943	20	87,975	114,367
													SUBTOTAL:	87,975	114,367
						-		_	-		TOTAL COST:		SUBTUTAL:	3,396	4,414

^{*} Pension Fixed Rate for 2018 = 12.68% of salary (No impact on Health Insurance of this action)

The department has certified	that there are sufficient	funds for the advancement

COMMENT/NARRATIVE (optional):	
N X	4/30/2018
Director of Performance, Strategy, and Budget	DATE

REALLOCATION DAS FISCAL FORM

5040 Airport

Department: 5040 Airpo Date of Advancement Request: Date of anticipated advancement:

4/30/2018 2/25/2018

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	2018 total	Annual Total
	EXISTING F	POSITION(S)*:													
1	5040	Var	00076571	Director Marketing Commun	916E	06	1	1.0	43.20	3,456	264	974	23	107,976	122,060
2															
3															
4															
5															
6															
7															
8															
9															
10															
													SUBTOTAL:	107,976	122,06
	REALLOCA	TE POSITION(S))*:											,	122,00
1	5040	Var	TBD	Director Air Serv Development	902E	Mid	1	1.0	48.99	3,920	300	1,033	23	120,806	136,56
2															7.5.5
3															
4															
5															
6															
7												-			
8															
9															
10															
													SUBTOTAL:	120,806	136,56
										T	OTAL COST:			12,830	14,50

^{*} Pension Fixed Rate for 2018 = 12.68% of salary (No impact on Health Insurance of this action)

The department has certified to	hat there are sufficient funds	for the advancement
---------------------------------	--------------------------------	---------------------

COMMENT/NARRATIVE (optional):	
	4/30/2018
Director of Performance, Strategy, and Budget	DATE

Appointments at an Advanced Step of the Pay Range Personnel Committee Report May 2018

^Bold/shaded	horder i	denotes	rates of	incumbents

										^Bold/shaded bord		incumbents				
Index #	Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^		UESTED RLY RATE		ANNUALIZED ARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION				
		 			01	\$	19.8140	_	41,213.07							
		1			02	\$	19.9369		41,468.83			1				
					03	\$	20.5004		42,640.91							
					04	\$	21.0940		43,875.59							
				ì	05	\$	21.9108		45,574.53							
- 2		Aging	Aging	Human Service		06	\$	22.7849		47,392.49			Training and experience excee			
1	New Hire			Worker	16Z4	07	\$	23.7148		49,326.73	5	03/26/2018	the maximum qualifications for			
					08	\$	24.4869		50,932.73	1		this position.				
					09	\$	25.2926		52,608.53		,	1				
					10	\$	26.2506		54,601.33							
					11	\$	26.7421		55,623.62			1				
					12	\$	27.2177	S	56,612.81							
					01	\$	19.8140		41,213.07							
					02	\$	19.9369		41,468.83			1				
	1				03	S	20.5004		42,640.91							
	1	1			04	\$	21.0940		43,875.59							
					05	\$	21.9108		45,574.53							
	4.55.5mm +655.6mm	Hire Aging	Aging	Aging	Aging	Aging	Human Service		06	\$	22.7849		47,392.49	_		Training and experience excee
2	New Hire						Aging	Worker	16Z4	07	\$	23.7148		49,326.73	3	03/26/2018
			WORKE		08	\$	24.4869		50,932.73			this position.				
					09	\$	25.2926		52,608.53							
					10	\$	26.2506		54,601.33			li .				
]			11	\$	26.7421		55,623.62							
					12	\$	27.2177		56,612.81							
		1						01	\$	17.3054		35,995.20				
					02	\$	17.9160	\$	37,265.31			Training and experience exceed				
					03	\$	18.5270		38,536.06		04/23/2018					
		ire Aging			04	\$	19.1376	\$	39,806.18							
3	New Hire		Administrative	06PM	05	\$	19.7484		41,076.72	5		the maximum qualifications for				
Ü	1101111110	, riging	Assisstant	001 111	06	\$	20.3591		42,346.83			this position.				
					07	\$	20.9701		43,617.79			this position.				
)					08	\$	21.5808		44,888.12							
					09	\$	22.1914		46,158.02							
					01	\$	23.4539		48,784.11							
				1	02	\$		\$	54,148.02							
		1			03	\$		\$	59,691.22							
					03	\$		\$	63,844.98							
				9	05	\$		\$	68,287.65							
			1		06	\$	35.1153		73,039.82							
			Assistant Corp		07	\$	37.0439					Training and experience excee				
4 New Hir	New Hire	Corp Counsel	Counsel	34Z		\$	40.1730	Φ	77,051.31 83,559.84	9	04/09/2018	the maximum qualifications fo				
	A TOTAL PLANE I LANCON MICH		Courser		09	Ψ	42.9682					this position.				
						9	45.0570		89,373.86							
						\$			93,718.56							
					11	\$	47.9301 50.8059		99,694.61 105,676.27							
					12 13	\$										
					1			\$		\$	112,016.53					
					14	\$	57.0856	Ф	118,738.05							

Appointments at an Advanced Step of the Pay Range Personnel Committee Report May 2018

^Bold/shaded border denotes rates of incumbents

Index #	Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^		JESTED LY RATE		ANNUALIZED ARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION	
	 	-	CLASSIFICATION		01	\$	23.4539	11.00	48,784.11	OILI	DATE		
					02	\$	26.0327	9	54,148.02		\$		
			1		03	\$	28.6977		59,691.22				
					04	\$	30.6947		63,844.98				
					05	\$	32.8306		68,287.65				
	1				06	\$	35.1153		73,039.82				
	\$100 MARKET	N 200	Assistant Corp	50/65F3A	07	\$	37.0439		77,051.31	529	725790212021212121	Training and experience exc	
5	New Hire	Corp Counsel	Counsel	34Z	- 08	S	40.1730		83,559.84	8	04/09/2018	the maximum qualifications	
			2.639(3.67)		09	\$	42.9682		89,373.86			this position.	
					10	\$	45.0570		93,718.56				
				ļ	11	\$	47.9301		99,694.61				
	1				12	\$	50.8059	\$	105,676.27				
	1			1	13	\$	53.8541		112,016.53				
					14	\$	57.0856		118,738.05			6.00	
.8311	.50		Airport Maintenance Worker		01	\$	19.1730	\$	39,879.91	37121			
					02	\$	19.3451	\$	40,237.75				
	ļ			15Z1	03	\$	19.9369	\$	41,468.83				
	Ĭ				04	\$	20.5004	\$	42,640.91			Training and experience exc	
6	New Hire	A1			05	\$	21.0940	\$	43,875.59	8	04/23/2018	the maximum qualifications for this position.	
6	New Hire	Airport			06	\$	21.9108	\$	45,574.53	0	04/23/2010		
						07	\$	22.7849	\$	47,392.49			uns position.
						08	\$	23.7147	\$	49,326.52			
						09	\$	24.4869	\$	50,932.73			
					10	\$	25.2926	\$	52,608.53				
	1				01	\$	22.3403	\$	46,467.81				
		- 101 APR	İ		02	\$	23.2520		48,364.07			Training and experience exce	
7	New Hire	Parks	Park Unit Coordinator	22M	03	\$	24.0091		49,938.87	4	04/23/2018	the maximum qualifications	
	4				04	\$	24.7990		51,582.00	i		this position.	
					05	\$	25.7386		53,536.19				
	100				01	\$	16.2713		33,844.32				
		į.			02	\$	16.8455		35,038.69			į.	
		1			03	\$	17.4200		36,233.69				
					04	\$	17.9942		37,427.84			Training and experience exc	
8	New Hire	Parks	Clerical Specialist	05P	05	\$	18.5687		38,622.85	5	03/26/2018	the maximum qualifications	
				52-5	06	\$	19.1427		39,816.79			this position.	
					07	\$	19.7168		41,010.94				
					08	\$	20.2913		42,205.94				
	1				09	\$	20.8653	\$	43,399.89				

REVISONS TO Executive Compensation Plan (ECP) REPORT Personnel Committee Meeting May 10, 2018

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

Dual Fill Personnel Committee Meeting May 10, 2018

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

Emergency Appointment Report Personnel Committee Meeting May 10, 2018

Dept Last Name First Name Title Description Class Status Emergency Appt Date AppType Pay Range

Currently, there are no "Emergency Appointments" to report.

Temporary Appointment Report Personnel Committee Meeting May 10, 2018

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	Heinrich	Kristian	61010017	Intern Information Technology	1	Α	0	1/29/2018	нт
Fleet	5110	Gorgas	Nicholas	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5110	Ortiz	Thomas	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5110	Richardson	Alonte	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5120	Toth	Michael	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5120	Welk	Shawn	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5120	Wilks	Niketa	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5140	Beauchamp	Joyce	32620	Highway Mtce Wkr 2	F	Α	80	11/20/2017	TA
Fleet	5140	Sagan	John	32620	Highway Mtce Wkr 2	F	Α	80	11/6/2017	TA
Fleet	5160	McQuestion	Andrew	32620	Highway Mtce Wkr 2	F	Α	80	10/24/2016	TA
Fleet	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	F	Α	80	11/20/2017	TA

Temporary Assignment to a Higher Classification (TAHC) Report Personnel Committee Meeting May 10, 2018

Dept	Last Name	First Name	Current Job Description	Old Pay Range	New Pay Range	TAHC Job Description	TAHC Date Begin	Extended / New End	TAHC Date End	<u>Reason</u>
Airport	Karolewicz	Michael	Airport Maintenance Worker	15Z1	26M	Assistant Airport Maintenance Supervisor	4/9/2018		7/7/2018	Vacant Position
Airport	Plontek	Gary	Airport Maintenance Worker IC	15Z3	26M	Assistant Airport Maintenance Supervisor	3/14/2018		6/11/2018	Vacant Position
Child Support	Hardy	Nickesha	Clerical Assistant II	04Z1	19L	Paralegal	10/9/2017	6/5/2018		Vacant position
Comptroller	Folliard	Jennifer	Deputy Director Audits	918E	919E	Director Audit	4/2/2018		7/2/2018	
Courts	Jackson	Valencia	Clerical Courts Specialist	05P	24M	Operations Supervisor	1/2/2018	7/1/2018		Vacant Position
DOT	Esch	Julie	Director Operations	903E	904E	Executive Director Transportation	3/26/2018		6/26/2018	Vacant Position
DOT	Rodgers	John	Senior Manager Grants Compliance	36M	903E	Deputy Director of Transportation	3/26/2018		6/26/2018	
Human Resources	Tillman	Mark	Assistant Administrative	18M	28M	Senior Executive Assistant	3/19/2018		5/1/2018	Incumbent on medical leave
MCSO	Belin	Sharon	Stores Clerk III	06P	13	Administrative Assistant	5/6/2018		8/4/2018	Vacant Position
MCSO	Carroll	Daniel	Correction Officer	14Z1	23CM	Correction Officer Lieutenant	4/29/2018		7/27/2018	Vacant Position
MCSO	Farrakhan	Rashed	Correction Officer	14Z1	23CM	Correction Officer Lieutenant	3/5/2018		6/3/2018	Vacant Position
MCSO	Seel	David	Correctional Officer	14Z1	23CM	Correctional Officer LT	1/16/2018	7/13/2018		Vacant position
MCSO	Tyler	Kevin	Correctional Officer	14Z1	23CM	Correction Officer Lieutenant	3/13/2018		6/10/2018	Vacant Position
MCSO	Carravetta	Patricia	Public Safety Fiscal Analyst	33JM	917E	Public Safety Fiscal Administrator	4/23/2018		7/21/2018	Vacant Position
Parks	Chavez	Jorge	Parks Maintenance Worker	13Z3	18Z	Parks Maintenance Worker 2 - IC	4/23/2018		7/21/2018	Vacant Position
Parks	Gallam	Stephen	Park Maint Wrkr 2 IC	18Z	22M	Park Unit Coordinator	1/14/2018	7/11/2018		Vacant Position
Parks	Gatton	Anthony	Park Unit Corrdinator	22M	27M	Dep. Regional Operations Manager	3/8/2018		6/5/2018	Incumbent TAHC'ed
Parks	Hunn	Emilie	Park Worker 4 Seasonal	15Z	5102	Asst. Natural Area Coordinator	4/2/2018		6/30/2018	Vacant Position
Parks	Zautke	Elaine	Park Worker Seasonal 4	5102	13Z3	Park Maintenance Worker	12/4/2017	6/8/2018		Vacant position
Parks	Santiago	Eduardo	Deputy Regional Operations Manager	27M	902E	Director Ops Field Parks	3/8/2018		6/5/2018	
Zoo	Pappas	Chad	Zookeeper	15	17A	Zoo Area Supervisor	2/25/2018		5/19/2018	Vacant Position
Zoo	Warner	Ned	Zookeeper	15	17A	Zoo Area Supervisor	1/18/2018	7/8/2018		Vacant position