

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

**DATE** : February 19, 2016

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

**FROM** : Mike Blickhahn, Director Compensation/HRIS *MB.*

**SUBJECT** : **Informational Report for 03/10/2016**  
**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 February 15, 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 March 10, 2016 Finance, Personnel & Audit Committee Meeting for informational purposes.

Copy: HR Managers

**Finance, Personnel & Audit Committee Meeting  
Compensation Report  
March 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 / 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		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
1150/1101	DAS Risk Management	Reallocation	Claims Program Manager 0018414000001	N/A	1	32M	01	\$ 65,692.22	31M	01	\$ 62,673.10	Immediate Recruitment Need	02/28/2016
							02	\$ 68,648.11		02	\$ 65,692.22	Internal Equity	
							03	\$ 71,664.74		03	\$ 68,648.11	Misclassification	
							04	\$ 74,627.70		04	\$ 71,664.74	X No Incumbent	
							05	\$ 78,222.56		05	\$ 74,627.90	Red Circled	
										X Retention			
										X Other: Reallocation			
1151/1041	DAS Business Development	Reallocation	Cert-Contracts Analyst 0008617400001	N/A	1	33M	01	\$ 68,648.11	30M	01	\$ 60,004.46	Immediate Recruitment Need	02/28/2016
							02	\$ 71,664.74		02	\$ 62,673.10	Internal Equity	
							03	\$ 74,627.70		03	\$ 65,692.22	Misclassification	
							04	\$ 78,222.56		04	\$ 68,648.11	X No Incumbent	
							05	\$ 81,818.67		05	\$ 71,664.74	Red Circled	
										X Retention			
										X Other: Reallocation			
1151/1156	DAS CBO	Reallocation	Coordinator Contracts 0005573000004	N/A	1	M008	Min	\$ 52,100.05	27	01	\$ 55,170.54	Immediate Recruitment Need	02/28/2016
							Mid	\$ 65,125.01		02	\$ 57,667.38	Internal Equity	
							Max	\$ 78,149.97		03	\$ 60,170.24	Misclassification	
										04	\$ 63,034.40	X No Incumbent	
										05	\$ 65,837.62	Red Circled	
										X Retention			
										X Other: Reallocation			
1151/5702	DAS Facilities Management	Reallocation	Space Planner 00020401000001 / 2	N/A	2	P012	Min	\$ 59,956.00	27M	01	\$ 54,093.94	Immediate Recruitment Need	02/28/2016
							Mid	\$ 73,447.09		02	\$ 56,542.72	Internal Equity	
							Max	\$ 86,936.93		03	\$ 57,278.21	Misclassification	
										04	\$ 60,004.46	X No Incumbent	
										05	\$ 62,673.10	Red Circled	
										X Retention			
										X Other: Reallocation			
1151/5740	DAS Facilities Management	Reclassification	Cost Estimator 00035746000001	Senior Architect 00035364	1	28A	01	\$ 55,627.52	34A	01	\$ 82,627.17	Immediate Recruitment Need	02/28/2016
							02	\$ 58,046.14		02	\$ 84,418.26	Internal Equity	
							03	\$ 60,797.57		03	\$ 86,209.55	X Misclassification	
							04	\$ 63,504.90		04	\$ 88,000.64	X No Incumbent	
							05	\$ 70,272.38		05	\$ 89,834.37	Red Circled	
										06	\$ 91,625.46	Retention	
										07	\$ 93,480.61	Other: Reallocation	
										08	\$ 95,868.66		
										09	\$ 98,278.34		

### Finance, Personnel & Audit Committee Meeting Compensation Report March 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 Realocations)  
\*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.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #	PAY RANGE	ANNUAL PAY RATE		PAY RANGE	ANNUAL PAY RATE				
1160/1162	DAS IMSD	Reallocation	Project Manager IT 0000033800001	N/A	1	35M	01	\$ 74,827.70	36M	01	\$ 78,222.56	Immediate Recruitment Need	02/28/2016
							02	\$ 78,222.56		02	\$ 81,818.67	Internal Equity	
							03	\$ 81,818.67		03	\$ 85,356.75	Misclassification	
							04	\$ 85,356.75		04	\$ 88,954.74	No Incumbent	
							05	\$ 88,954.74		05	\$ 92,553.76	Red Circled	
											Retention		
											X	Other: Reallocation	
1160/1164	DAS IMSD	Reclassification	SR GIS Analyst 0001084200003	IT Applications Systems Analyst TBD	1	30	01	\$ 58,821.98	31	01	\$ 65,837.62	Immediate Recruitment Need	02/28/2016
							02	\$ 61,437.79		02	\$ 69,009.41	Internal Equity	
							03	\$ 64,397.63		03	\$ 72,114.64	X Misclassification	
							04	\$ 67,295.49		04	\$ 75,283.73	X No Incumbent	
							05	\$ 70,252.42		05	\$ 78,396.24	Red Circled	
											Retention		
												Other: Reallocation	
3010/3010	Election Commission	Reallocation	Specialist Election Support 0008350100001	N/A	1	24M	01	\$ 48,534.72	17	01	\$ 39,444.91	Immediate Recruitment Need	02/28/2016
							02	\$ 50,390.29		02	\$ 40,651.73	Internal Equity	
							03	\$ 52,242.53		03	\$ 41,800.72	Misclassification	
							04	\$ 54,093.94		04	\$ 43,011.07	X No Incumbent	
							05	\$ 56,542.72		05	\$ 44,676.53	Red Circled	
											Retention		
											X	Other: Reallocation	
4500/4500	District Attorney's Office	Performance	Witness Protection Analyst 0008615400001	N/A	1	19L	01	\$ 39,444.91	19L	01	\$ 39,444.91	Immediate Recruitment Need	02/28/2016
							02	\$ 41,219.98		02	\$ 41,219.98	Internal Equity	
							03	\$ 43,074.51		03	\$ 43,074.51	Misclassification	
							04	\$ 45,013.28		04	\$ 45,013.28	No Incumbent	
							05	\$ 47,038.78		05	\$ 47,038.78	Red Circled	
							06	\$ 49,154.77		06	\$ 49,154.77	Retention	
							07	\$ 51,367.26		07	\$ 51,367.26	X Other: Exceptional Performance	
							08	\$ 53,525.47		08	\$ 53,525.47		
4800/4804	OEM	Reallocation	Specialist Radio System 0008491200001	N/A	1	31	01	\$ 65,837.62	25M	01	\$ 50,390.29	Immediate Recruitment Need	02/28/2016
							02	\$ 69,009.41		02	\$ 52,242.53	Internal Equity	
							03	\$ 72,114.64		03	\$ 54,093.94	Misclassification	
							04	\$ 75,283.73		04	\$ 56,542.72	X No Incumbent	
							05	\$ 78,396.24		05	\$ 57,278.21	Red Circled	
											Retention		
											X	Other: Reallocation	

### Finance, Personnel & Audit Committee Meeting Compensation Report March 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		
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
4800/4804	OEM	Reallocation	Coordinator Radio System 00084807000001	N/A	1	27	01	\$ 55,170.54	23M	01	\$ 47,411.10	Immediate Recruitment Need	02/28/2016
							02	\$ 57,667.38		02	\$ 48,954.88	Internal Equity	
							03	\$ 60,170.24		03	\$ 50,565.63	Misclassification	
							04	\$ 63,034.40		04	\$ 52,481.31	X No Incumbent	
							05	\$ 65,837.62		05	\$ 54,398.03	Red Circled	
										X Retention			
											X Other: Reallocation		
5300/5300	DOT Fleet	Performance	Ironworker DPW- 00026340000001	N/A	1	19	01	\$ 41,800.72	19	01	\$ 41,800.72	Immediate Recruitment Need	02/28/2016
							02	\$ 43,011.07		02	\$ 43,011.07	Internal Equity	
							03	\$ 44,676.53		03	\$ 44,676.53	Misclassification	
							04	\$ 46,458.67		04	\$ 46,458.67	No Incumbent	
							05	\$ 48,354.80		05	\$ 48,354.80	Red Circled	
										X Retention			
										X Other: Exceptional Performance			
5800/5801	DOT Director's Office	Reallocation	Analyst Transportation 00065647000001	N/A	1	31M	01	\$ 62,673.10	27M	01	\$ 54,093.94	Immediate Recruitment Need	02/28/2016
							02	\$ 65,692.22		02	\$ 56,542.72	Internal Equity	
							03	\$ 68,648.11		03	\$ 57,278.21	Misclassification	
							04	\$ 71,664.74		04	\$ 60,004.46	X No Incumbent	
							05	\$ 74,627.90		05	\$ 62,673.10	Red Circled	
										X Retention			
										X Other: Reallocation			
7990/7993	Family Care	Reallocation	Asst Director, Fiscal	N/A	1	901E	01	\$ 62,673.10	35M	01	\$ 54,093.94	Immediate Recruitment Need	02/28/2016
							02	\$ 65,692.22		02	\$ 56,542.72	Internal Equity	
							03	\$ 68,648.11		03	\$ 57,278.21	Misclassification	
							04	\$ 71,664.74		04	\$ 60,004.46	X No Incumbent	
							05	\$ 74,627.90		05	\$ 62,673.10	Red Circled	
										X Retention			
										X Other: Reallocation			
8000/8110	DHHS	Reclassification	Assistant Executive 00000107000001	Sr Assistant Executive TBD	1	22M	01	\$ 45,552.42	28M	01	\$ 56,542.72	Immediate Recruitment Need	1/3/2016
							02	\$ 47,411.10		02	\$ 57,278.21	Internal Equity	
							03	\$ 48,954.88		03	\$ 60,004.46	X Misclassification	
							04	\$ 50,565.63		04	\$ 62,673.10	No Incumbent	
							05	\$ 52,481.31		05	\$ 65,692.22	Red Circled	
										X Retention			
										Other:			

**Finance, Personnel & Audit Committee Meeting  
Compensation Report  
March 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 / 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
						PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
8000/8942	DHHS	Performance	Human Services Supv	N/A	1	26M	01 \$ 52,242.53	26M	01 \$ 52,242.53	Immediate Recruitment Need	10/25/15
							02 \$ 54,093.94		02 \$ 54,093.94	Internal Equity	
							03 \$ 56,542.72		03 \$ 56,542.72	Misclassification	
							04 \$ 57,278.21		04 \$ 57,278.21	No Incumbent	
							05 \$ 60,004.46		05 \$ 60,004.46	Red Circled	
										Retention	
		X Other: Exceptional Performance									
9000/9046	Parks	Performance	Golf Services Mgr 0007430000001	N/A	1	915E	01 \$ 63,220.14	915E	01 \$ 63,220.14	Immediate Recruitment Need	1/31/2016
							02 \$ 66,380.70		02 \$ 66,380.70	Internal Equity	
							03 \$ 69,542.51		03 \$ 69,542.51	Misclassification	
							04 \$ 72,703.07		04 \$ 72,703.07	No Incumbent	
							05 \$ 75,864.26		05 \$ 75,864.26	Red Circled	
							06 \$ 78,235.87		06 \$ 78,235.87	Retention	
							07 \$ 80,606.03		07 \$ 80,606.03	X Other: Exceptional Performance	
							08 \$ 82,186.21		08 \$ 82,186.21		
9000/9046	Parks	Reallocation	Volunteer Coordinator 00020221000001	N/A	1	27M	01 \$ 54,093.94	23M	01 \$ 47,411.10	Immediate Recruitment Need	2/28/2016
							02 \$ 56,542.72		02 \$ 48,954.88	Internal Equity	
							03 \$ 57,278.21		03 \$ 50,565.63	Misclassification	
							04 \$ 60,004.46		04 \$ 52,481.31	X No Incumbent	
							05 \$ 62,673.10		05 \$ 54,398.03	Red Circled	
										Retention	
		X Other: Reallocation									
9000/9046	Parks	Reallocation	Development Officer 00020219000001	N/A	1	27M	01 \$ 54,093.94	33M	01 \$ 68,648.11	Immediate Recruitment Need	2/28/2016
							02 \$ 56,542.72		02 \$ 71,664.74	Internal Equity	
							03 \$ 57,278.21		03 \$ 74,627.70	Misclassification	
							04 \$ 60,004.46		04 \$ 78,222.56	X No Incumbent	
							05 \$ 62,673.10		05 \$ 81,818.67	Red Circled	
										Retention	
		X Other: Reallocation									
9000/9136	Parks	Reclassification	Park Maint Wrkr 2 IC 00040120000030	Administrative Assistant 00041000	1	18Z	01 \$ 41,771.18	06P	01 \$ 35,987.95	Immediate Recruitment Need	2/28/2016
							02 \$ 42,896.46		02 \$ 37,257.58	Internal Equity	
							03 \$ 43,963.92		03 \$ 38,528.46	X Misclassification	
							04 \$ 45,086.29		04 \$ 39,798.51	X No Incumbent	
							05 \$ 46,634.02		05 \$ 41,068.35	Red Circled	
										Retention	
		07 \$ 43,608.66	Other: Reallocation								
		08 \$ 44,879.33									
		09 \$ 46,149.17									

RECLASS  
DAS FISCAL FORM  
2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 1150/1101  
Date of Advancement Request: 2/28/2016  
Date of anticipated advancement: TBD

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Bweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	1150	1101	0018414000001	Claims Program Manager	32M	01	1	1.0	31.12	2,489	190	873	22	78,160	92,371
													SUBTOTAL:	78,160	92,371
RECLASS POSITION(S)*:															
1	1150	1101	0018414000001	Claims Program Manager	31M	01	1	1.0	29.69	2,375	182	857	22	75,106	88,762
													SUBTOTAL:	75,106	88,762
													TOTAL COST:	(3,054)	(3,610)

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

SPM  
Director of Performance, Strategy, and Budget

2.17.2016  
DATE

RECLASS  
DAS FISCAL FORM  
2/18/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 1160  
Date of Advancement Request: 2/28/2016  
Date of anticipated advancement: TBD

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	2016 total	Annual Total
<b>EXISTING POSITION(S)*:</b>															
1	1160	1162	00000338000001	Project Manager IT	35M	01	1	1.0	35.35	2,828	216	919	22	87,200	103,054
2	1160	1164	00010842000003	SR GIS Analyst	30		1	1.0	28.28	2,262	173	842	22	72,103	85,213
													<b>SUBTOTAL:</b>	159,303	188,267
<b>RECLASS POSITION(S)*:</b>															
1	1160	1162	00000338000001	Project Manager IT	36M	01	1	1.0	37.05	2,964	227	938	22	90,837	107,352
2	1160	1164	TBD	IT Applications Systems Analyst	31		1	1.0	31.65	2,632	194	879	22	79,301	93,719
													<b>SUBTOTAL:</b>	170,137	201,071
													<b>TOTAL COST:</b>	10,834	12,804

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

*S. M. M.*

Director of Performance, Strategy, and Budget

*2.18.2016*

DATE

RECLASS  
 DAS FISCAL FORM  
 2/17/2016

REALLOCATION DAS FISCAL FORM

Department: 1151/ 1041  
 Date of Reallocation Request: 2/28/2016  
 Date of anticipated reallocation: 2/28/2016

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	1151	1041	00086174000001	Cert-Contracts Analyst	33M	01	1	1.0	33.00	2,640	202	894	22	82,184	97,127
													SUBTOTAL:	82,184	97,127
REALLOCATION POSITION(S)*:															
1	1151	1041	N/A	N/A	30M	01	1	1.0	28.85	2,308	177	848	22	73,321	86,652
													SUBTOTAL:	73,321	86,652
													TOTAL COST:	(8,863)	(10,475)


\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

(Yes)

COMMENT/NARRATIVE (optional):

  
 Director of Performance, Strategy, and Budget

2.17.2016  
 DATE



RECLASS  
DAS FISCAL FORM  
2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 1151/ 1156  
Date of Advancement Request: 2/28/2016  
Date of anticipated advancement: 2/28/2016

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	2016 total	Annual Total		
EXISTING POSITION(S)*:																	
1	1151	1156	00055730000004	Coordinator Contracts	M008		1		25.05	2,004	153	807	22	65,201	77,055		
														SUBTOTAL:	65,201	77,055	
RECLASS POSITION(S)*:																	
1	1151	1156	N/A	N/A	27	01	1	1.0	26.13	2,091	160	818	22	67,516	79,792		
														SUBTOTAL:	67,516	79,792	
														<b>TOTAL COST:</b>		<b>2,316</b>	<b>2,737</b>

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

*SAA*  
Director of Performance, Strategy, and Budget

2.17.2016  
DATE

RECLASS  
DAS FISCAL FORM  
2/17/2016

REALLOCATION DAS FISCAL FORM

Department: 1151/ 5702  
Date of Reallocation Request: 2/28/2016  
Date of anticipated reallocation: 2/28/2016

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate					2016 total	Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining		
EXISTING POSITION(S)*:															
1	1151	5702	00020401	Space Planner	P012		2	2.0	28.83	2,306	176	848	22	146,556	173,202
													SUBTOTAL:	146,556	173,202
REALLOCATION POSITION(S)*:															
1	1151	5702	N/A	N/A	27M	01	2	2.0	26.01	2,081	159	817	22	134,510	158,967
													SUBTOTAL:	134,510	158,967
													TOTAL COST:	(12,046)	(14,236)

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)  
\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

SPM  
Director of Performance, Strategy, and Budget

2.17.2016  
DATE

RECLASS  
DAS FISCAL FORM  
2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 1151  
Date of Reclassification Request: 2/28/2016  
Date of anticipated Reclassification: 2/28/2016

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	1151	5740	00035746	Cost Estimator	28A	01	1	1.0	26.74	2,140	164	825	22	68,823	81,336
													SUBTOTAL:	68,823	81,336
RECLASS POSITION(S)*:															
1	1151	5740	00035364	Senior Architect	34A	01	1	1.0	39.72	3,178	243	967	22	96,546	114,100
													SUBTOTAL:	96,546	114,100
													<b>TOTAL COST:</b>	<b>27,723</b>	<b>32,764</b>

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

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

2-17-2016  
\_\_\_\_\_  
DATE

RECLASS  
 DAS FISCAL FORM  
 2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 3010  
 Date of Advancement Request: 2/28/2016  
 Date of anticipated advancement: TBD

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	3010	3010	0008350100001	Specialist Election Support	24M	01	1	1.0	22.99	1,839	141	784	22	60,803	71,859
													SUBTOTAL:	60,803	71,859
RECLASS POSITION(S)*:															
1	3010	3010	0008350100001	Specialist Election Support	17	01	1	1.0	18.68	1,495	114	737	22	51,608	60,991
													SUBTOTAL:	51,608	60,991
													TOTAL COST:	(9,196)	(10,868)

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

SAM  
 Director of Performance, Strategy, and Budget

2.17.2016  
 DATE

RECLASS  
 DAS FISCAL FORM  
 2/17/2016

REALLOCATION DAS FISCAL FORM

Department: DOT - Director's Office 5800

Date of Reallocation Request: 2/28/2016

Date of Anticipated Reallocation: 2/28/2016

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	2016 total	Annual Total	
EXISTING POSITION(S)*:																
1	5800	5801	00065647	Transportation Analyst	31M	01	1	1.0	30.13	2,411	184	862	22	76,057	89,886	
														SUBTOTAL:	76,057	89,886
REALLOCATED POSITION(S)*:																
1	5800	5801	00065647	Transportation Analyst	27M	01	1	1.0	26.01	2,081	159	817	22	67,248	79,475	
														SUBTOTAL:	67,248	79,475
														<b>TOTAL COST:</b>	<b>(8,809)</b>	<b>(10,411)</b>

\* Pension Fixed Rate for 2016 = 13.7% of salary (No impact on Health Insurance of this action)

\*\*

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

2.17.2016  
 DATE

RECLASS  
DAS FISCAL FORM  
2/17/2016

REALLOCATION DAS FISCAL FORM

Department: 7990  
Date of Reallocation Request: 2/28/2016  
Date of anticipated reallocation: 2/28/2016

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	7990	7993	N/A	Asst Director, Fiscal	901E	01	1		29.95	2,396	183	860	22	75,670	89,428
													SUBTOTAL:	75,670	89,428
REALLOCATION POSITION(S)*:															
1	7990	7993	N/A	N/A	35M	01	1		35.88	2,870	220	925	22	88,335	104,396
													SUBTOTAL:	88,335	104,396
													TOTAL COST:	12,665	14,968

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

S. A. K. M.  
Director of Performance, Strategy, and Budget

2-17-2016  
DATE

RECLASS  
DAS FISCAL FORM  
2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 8000  
Date of Reclassification Request: 1/3/2016  
Date of anticipated reclassification: 1/3/2016

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	2016 total	Annual Total
EXISTING POSITION(S)*:															
1	8000	8110	00000107	Assistant Executive	22M	05	1	1.0	25.23	2,018	154	809	26	77,515	77,515
													SUBTOTAL:	77,515	77,515
RECLASS POSITION(S)*:															
1	8000	8110	TBD	Sr Assistant Executive	28M	01	1	1.0	27.18	2,174	166	830	26	82,436	82,436
													SUBTOTAL:	82,436	82,436
													<b>TOTAL COST:</b>	<b>4,922</b>	<b>4,922</b>

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

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

2.17.2016  
\_\_\_\_\_  
DATE

RECLASS  
DAS FISCAL FORM  
2/17/2016

RECLASSIFICATION DAS FISCAL FORM

Department: 9000  
Date of Advancement Request: 2/28/2016  
Date of anticipated advancement: TBD

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	2016 total	Annual Total	
EXISTING POSITION(S)*:																
1	9000	9046	000202210000010	Volunteer Coordinator	27M	01	1	1.0	25.62	2,050	157	813	22	66,427	78,505	
2	9000	9046	00020219000001	Development Officer	27M	01	1	1.0	25.62	2,050	157	813	22	66,427	78,505	
3	9000	9136	00040120000030	Park Maint Wrkr 2 IC	18Z	01	1	1.0	19.79	1,583	121	749	22	53,961	63,772	
														SUBTOTAL:	186,816	220,782
RECLASS POSITION(S)*:																
1	9000	9046	000202210000010	Volunteer Coordinator	23M	01	1	1.0	22.46	1,797	137	778	22	59,667	70,515	
2	9000	9046	00020219000001	Development Officer	33M	01	1	1.0	32.52	2,601	199	888	22	81,151	95,906	
3	9000	9136	00041000	Administrative Assistant	06P	06	1	1.0	20.05	1,604	123	752	22	54,535	64,451	
														SUBTOTAL:	195,353	230,871
														TOTAL COST:	8,537	10,089

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

*S. M. [Signature]*

Director of Performance, Strategy, and Budget

2-17-2016

DATE



RECLASS  
DAS FISCAL FORM  
2/17/2016

REALLOCATION DAS FISCAL FORM

Department: 4800  
Date of Advancement Request: 2/28/2015  
Date of anticipated advancement: 2/28/2016

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	2016 total	Annual Total	
EXISTING POSITION(S)*:																
1	4800	4804	84912	Specialist Radio System	31	01	1		31.18	2,495	191	874	22	78,307	92,545	
2	4800	4804	84807	Coordinator Radio System	27	01	1		26.13	2,091	160	818	22	67,516	79,792	
														SUBTOTAL:	145,824	172,337
RECLASS POSITION(S)*:																
1	4800	4804	84912	Specialist Radio System	25M	01	1		23.87	1,909	146	794	22	62,681	74,077	
2	4800	4804	84807	Coordinator Radio System	23M	01	1		22.46	1,797	137	778	22	59,667	70,515	
														SUBTOTAL:	122,347	144,592
														TOTAL COST:	(23,477)	(27,745)

\* Pension Fixed Rate for 2016 = 13.70% of salary (No impact on Health Insurance of this action)

\*\*

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional):

*SAM*

Director of Performance, Strategy, and Budget

2-17-2016

DATE

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
March 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
District Attorney's Office	4500	Clerical Assistant 1	N/A	03P	01	\$ 13.86	\$ 28,834.21	3	02/15/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
DOT Airport	5040	Airport Maintenance Worker	N/A	15KZ	01	\$ 16.90	\$ 35,151.17	4	02/29/15	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.43	\$ 36,260.02			
					03	\$ 17.96	\$ 37,365.95			
					04	\$ 18.96	\$ 39,444.91			
					05	\$ 19.54	\$ 40,651.73			
					06	\$ 20.10	\$ 41,800.72			
					07	\$ 20.68	\$ 43,011.07			
					08	\$ 21.48	\$ 44,676.53			
					09	\$ 22.34	\$ 46,458.67			
					10	\$ 23.25	\$ 48,354.59			
					11	\$ 24.00	\$ 49,929.15			
					12	\$ 24.79	\$ 51,571.94			
Aging	7900	Human Service Wrk	N/A	16C	01	\$ 16.66	\$ 34,644.90	7	01/01/2016	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			

**Appointments at an Advanced Step of the Pay Range  
Finance, Personnel & Audit Committee Report  
March 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
Aging	7900	Human Service Wrk	N/A	16C	01	\$ 16.66	\$ 34,644.90	11	01/01/2016	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Parks	9000/9168	Park Unit Coord I 00040220000021	Park Unit Coord 2	24M	01	\$ 23.33	\$ 48,534.72	3	01/31/2016	Promotion
					02	\$ 24.23	\$ 50,390.29			
					03	\$ 25.12	\$ 52,242.53			
					04	\$ 26.01	\$ 54,093.94			
					05	\$ 27.18	\$ 56,542.72			

**INFORMATIONAL ONLY**

**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Finance, Personnel & Audit Committee Meeting**  
**March 10, 2016**

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

**Dual Employment Report  
Finance, Personnel & Audit Committee Meeting  
March 10, 2016**

<b>Organizational Unit</b>	<b>Name</b>	<b>Current Classification</b>	<b>Current Pay Range</b>	<b>Dual Employment</b>	<b>Dual Employment Pay Range</b>
----------------------------	-------------	-------------------------------	--------------------------	------------------------	----------------------------------

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

**Emergency Appointment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**March 10, 2016**

<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Middle Int</b>	<b>Title Description</b>	<b>Class</b>	<b>Status</b>	<b>Emergency Appt Date</b>	<b>AppType</b>	<b>Pay Range</b>
Courts	Carlson	Carol	W	Coordinator Court-	A	F	1/4/2016	EA	29M
DAS	Lucas	Jeremy		Analyst Budget and Mgmt	A	F	7/6/2015	EA	26M
DAS	Lukasik	Lara		Analyst Budget and Mgmt	A	F	7/6/2015	EA	26M
Family Care	Sabesan	Bridget		RN 2 - Family Care	A	F	12/7/2015	EA	18N
Family Care	Zimmer	Kris	A	LTC Functional Screener	A	F	11/23/2015	EA	26

**Temporary Appointment Report**  
**Finance, Personnel & Audit Committee Meeting**  
**March 10, 2016**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DOT	5140	Bartz	Robert	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Brown	Andre	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Coleman	Kimberly	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Cruz	Reynaldo	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
IMSD	1163	Davids-Modschiedler	Julian	61010008	Intern IT	A	I	0	7/20/2015	HT
DOT	5140	Dundon	Nicholas	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5160	Fromm	Barry	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Fugere	Daryl	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Goodwin	Kelvin	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5140	Johnson	Dennis	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Jones	Terrell	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Kohlheim	Keith	32620	Highway Mtce Wkr 2	A	F	80	11/23/2015	TA
DOT	5140	Laack	Jerome	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Lessard	Dean	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Luedtke	Michael	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Manka	John	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Maternowski	Kyle	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	McKay	Dwayne	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5120	Monroe	Mark	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Schaffer	Michael	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5041	Shomberg	Timothy	61010003	Intern Airport	A	I	0	2/1/2016	TA
DOT	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Sitarz	Clayton	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Smith	Derek	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5110	Stern	Marcus	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Stueck	Donald	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5051	Williams	Leander	40685	Airport Worker - Seasonal	A	S	0	2/1/2016	ST
DOT	5051	Williams	Terrell	40685	Airport Worker - Seasonal	A	S	0	2/1/2016	ST
DOT	5120	Woods	Edward	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA
DOT	5140	Zieman	Robert	32620	Highway Mtce Wkr 2	A	F	80	11/9/2015	TA

**Temporary Assignment to a Higher Classification (TAHC) Report**  
**Finance, Personnel & Audit Committee Meeting**  
**March 10, 2016**

Dept	First Name	Last Name	Current Job Title	Old Pay Range	New Pay Range	TAHC Job Title	ORIG START DATE	EXTENDED/ NEW DATE	END DATE	TYPE OF EXT	REASON
Med Exam	Sheila	Plowman	Mgmt Asst - ME	06PM	25	Investigator Forensic-	12/25/2015		3/23/2016		Vacant position
MSCO	Michael	Hannah	Corr Offcr 1 Sheriff	14Z	23CM	Corr Offcr 1 Sheriff	9/27/2015		3/24/2016		Incumbant on TAHC
Parks	Emily	Heller	Market Public Relations Coord	33M	36M	Manager Comm & Marketing-	10/15/2015		3/28/2016		Incumbant on extended absence
Parks	Marie	Kerznar	Market Coord Sponsorship	17-DC	33M	Market Public Relations Coord	10/15/2015		3/28/2016		Incumbant on TAHC
Parks	Nestor	Rodriguez	Park Maint Wrkr 2 IC	18Z	24M	Park Unit Coord 2 Seas	1/4/2016		4/3/2016		Vacant position
MSCO	Mark	Witek	Dep Sheriff Lt	30M	915E	Sheriffs Dept Captain	8/30/2015		4/12/2016		Vacant position
MSCO	Aaron	Dobson	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		4/20/2016		Vacant position
MSCO	Eric	Worden	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		4/20/2016		Vacant position