

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : November 13, 2019

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Informational Report for December 2019 Personnel Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that have been approved 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 November 4, 2019)

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 December 4, 2019 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
December 2019**

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.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
1	Airport	Reclassification	Security Operator	Lead Security Operator	1	15	01	\$ 39,268.36	18	01	\$ 42,721.19	Classified	Reclassing position to align salary with job duties and responsibilities.	10/07/2019	2.90%
							02	\$ 40,380.10		02	\$ 43,928.67				
							03	\$ 41,452.93		03	\$ 45,200.64				
							04	\$ 42,721.19		04	\$ 46,950.88				
							05	\$ 43,928.67		05	\$ 48,823.74				
2	Airport	Lump Sum	Analyst Budget and Mgmt	Analyst Budget and Mgmt	1	26M	01	\$ 54,902.04				Classified	Lump Sum in lieu of Step (DOSAA)	10/07/2019	4.76%
							02	\$ 56,847.70							
							03	\$ 59,421.14			\$3,000.00				
							04	\$ 60,194.07							
							05	\$ 63,059.11							
3	Airport	Increase within Salary Grade	Asst Airpt Maint Supv	Asst Airpt Maint Supv	1	26M	01	\$ 54,902.04	26M	01	\$ 54,902.04	Classified	Addressing equity with DOSAA funding	10/07/2019	4.53%
							02	\$ 56,847.70		02	\$ 56,847.70				
							03	\$ 59,421.14		03	\$ 59,421.14				
							04	\$ 60,194.07		04	\$ 60,194.07				
							05	\$ 63,059.11		05	\$ 63,059.11				
4	Airport	Lump Sum	Accounting Manager Airport	Accounting Manager Airport	1	915E	01	\$ 66,438.49				Classified	Lump Sum in lieu of Step (DOSAA)	10/07/2019	4.63%
							02	\$ 69,759.95							
							03	\$ 73,082.71							
							04	\$ 76,404.17							
							05	\$ 79,726.28			\$4,000.00				
							06	\$ 82,218.63							
							07	\$ 84,709.44							
							08	\$ 86,370.06							
5	Fleet	Increase within Salary Grade	Supervisor Fleet	Supervisor Fleet	2	28M	01	\$ 59,421.14	28M	01	\$ 59,421.14	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	11/18/2019	4.76%
							02	\$ 60,194.06		02	\$ 60,194.06				
							03	\$ 63,059.22		03	\$ 63,059.22				
							04	\$ 65,863.52		04	\$ 65,863.52				
							05	\$ 69,036.39		05	\$ 69,036.39				
6	DHHS Health & Human Services	Increase within Salary Grade	Manager Contract	Manager Contract	1	901E	Min	\$ 66,437.15	901E	Min	\$ 66,437.15	Classified	Addressing equity with DOSAA funding	10/07/2019	3.00%
							Mid	\$ 81,845.93		Mid	\$ 81,845.93				
							Max	\$ 97,232.93		Max	\$ 97,232.93				
								\$76,108.00			\$78,391.40				
7	DTPW - Fleet Management	Reclassification	Assistant Fleet	Fleet Assistant	1	04P	01	\$ 32,360.52	06P	01	\$ 37,819.99	Classified	Reclassing position to align salary with job duties and responsibilities.	11/18/2019	5.68%
							02	\$ 33,502.65		02	\$ 39,154.26				
							03	\$ 34,644.77		03	\$ 40,489.83				
							04	\$ 35,786.90		04	\$ 41,824.54				
							05	\$ 36,929.24		05	\$ 43,159.02				
							06	\$ 38,071.37		06	\$ 44,493.94				
							07	\$ 39,213.28		07	\$ 45,828.64				
							08	\$ 40,355.18		08	\$ 47,164.00				
							09	\$ 41,498.18		09	\$ 48,498.48				
8	DTPW - Fleet Management	Increase within Salary Grade	Manager Fleet	Manager Fleet	1	31M	01	\$ 65,863.60	31M	01	\$ 65,863.60	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	11/18/2019	4.50%
							02	\$ 69,036.42		02	\$ 69,036.42				
							03	\$ 72,142.78		03	\$ 72,142.78				
							04	\$ 75,312.97		04	\$ 75,312.97				
							05	\$ 78,426.99		05	\$ 78,426.99				

**Personnel Committee Meeting
Compensation Report
December 2019**

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.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
9	DTPW - Highway Maintenance	Reclassification	Asst Highway Maint Manager	Assistant Superintendent of Highways	1	31M	01	\$ 65,863.60	33M	01	\$ 72,142.78	Classified	Reclassing position to align salary with job duties and responsibilities.	11/04/2019	0.00%
							02	\$ 69,036.42		02	\$ 75,312.97				
							03	\$ 72,142.78		03	\$ 78,426.77				
							04	\$ 75,312.97		04	\$ 82,204.64				
							05	\$ 78,426.99		05	\$ 85,983.82				
10	DTPW - Highway Maintenance	Increase within Salary Grade	Highway Mtce Wkr 3	Highway Mtce Wkr 3	1	21H	01	\$ 48,643.85	21H	01	\$ 48,643.85	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	11/04/2019	4.10%
							02	\$ 50,636.50		02	\$ 50,636.50				
							03	\$ 52,291.22		03	\$ 52,291.22				
							04	\$ 54,016.97		04	\$ 54,016.97				
							05	\$ 56,070.83		05	\$ 56,070.83				
11	DTPW - Highway Maintenance	Increase within Salary Grade	Sr. Fiscal Analyst	Sr. Fiscal Analyst	1	33JM	01	\$ 63,059.11	33JM	01	\$ 63,059.11	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	11/04/2019	4.82%
							02	\$ 65,863.60		02	\$ 65,863.60				
							03	\$ 69,036.42		03	\$ 69,036.42				
							04	\$ 72,142.78		04	\$ 72,142.78				
							05	\$ 75,312.97		05	\$ 75,312.97				
							06	\$ 78,426.77		06	\$ 78,426.77				
							07	\$ 82,204.64		07	\$ 82,204.64				
							08	\$ 85,983.82		08	\$ 85,983.82				
12	HR	Increase within Salary Grade	Manager Info System Retirement	Manager Info System Retirement	1	31M	01	\$ 65,863.62	31M	01	\$ 65,863.62	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	10/07/2019	4.82%
							02	\$ 69,036.45		02	\$ 69,036.45				
							03	\$ 72,142.72		03	\$ 72,142.72				
							04	\$ 75,313.06		04	\$ 75,313.06				
							05	\$ 78,427.02		05	\$ 78,427.02				
13	HR	Increase within Salary Grade	Analyst Retirement	Analyst Retirement	1	21M	01	\$ 46,034.35	21M	01	\$ 46,034.35	Classified	Addressing equity with DOSAA funding	10/07/2019	3.29%
							02	\$ 47,871.20		02	\$ 47,871.20				
							03	\$ 49,824.53		03	\$ 49,824.53				
							04	\$ 51,447.14		04	\$ 51,447.14				
							05	\$ 53,139.63		05	\$ 53,139.63				
14	HR	Increase within Salary Grade	Clerical Spec HR - ERS (NR)	Clerical Spec HR - ERS (NR)	1	05PM	01	\$ 34,186.46	05PM	01	\$ 34,186.46	Classified	Addressing equity with DOSAA funding	10/07/2019	3.41%
							02	\$ 35,392.45		02	\$ 35,392.45				
							03	\$ 36,599.26		03	\$ 36,599.26				
							04	\$ 37,805.87		04	\$ 37,805.87				
							05	\$ 39,013.31		05	\$ 39,013.31				
							06	\$ 40,218.46		06	\$ 40,218.46				
							07	\$ 41,425.49		07	\$ 41,425.49				
							08	\$ 42,631.89		08	\$ 42,631.89				
							09	\$ 43,838.70		09	\$ 43,838.70				
15	HR	Reclassification	Sr Assistant Executive	HR Analyst	1	28M	01	\$ 59,421.23	29M	01	\$ 60,193.95	Classified	Reclassing position to align salary with job duties and responsibilities.	10/07/2019	4.76%
							02	\$ 60,193.95		02	\$ 63,059.36				
							03	\$ 63,059.36		03	\$ 65,863.62				
							04	\$ 65,863.62		04	\$ 69,036.45				
							05	\$ 69,036.45		05	\$ 72,142.72				
16	OAAA	Reclassification	Grant Coordinator	Equity Manager	1	32M	01	\$ 69,036.45	36M	01	\$ 82,204.51	Classified	Reclassing position to align salary with job duties and responsibilities.	11/4/19	14.05%
							02	\$ 72,142.72		02	\$ 85,984.08				
							03	\$ 75,313.06		03	\$ 89,702.08				
							04	\$ 78,426.82		04	\$ 93,483.31				
							05	\$ 82,204.51		05	\$ 97,265.38				

**Personnel Committee Meeting
Compensation Report
December 2019**

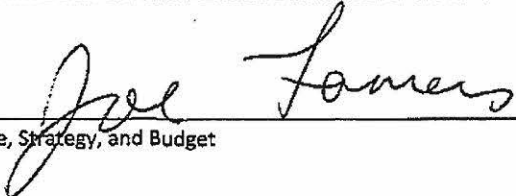
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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
17	OAAA	Reclassification	Assistant Executive	Sr. Assistant Clerical	1	25M	01	\$ 52,955.55	04P	01	\$ 32,360.43	Classified	Reclassing position to align salary with job duties and responsibilities. Incumbents salary will not change due to civil service rules.	10/07/2019	0.00%
							02	\$ 54,902.22		02	\$ 33,502.56				
							03	\$ 56,847.86		03	\$ 34,644.90				
							04	\$ 59,421.23		04	\$ 35,787.02				
							05	\$ 60,193.95		05	\$ 36,928.94				
										06	\$ 38,071.49				
										07	\$ 39,213.41				
										08	\$ 40,355.12				
										09	\$ 41,498.08				
18	DAS	Lump Sum	Clerk Records Mgmt	Clerk Records Mgmt	1	13F	01	\$ 34,864.34			Classified	Lump Sum in lieu of Step (DOSAA)	10/7/2019	0.00%	
							02	\$ 35,835.49							
							03	\$ 36,940.59							
							04	\$ 38,105.81							\$ 1,367.00
							05	\$ 39,268.32							
							06	\$ 40,380.08							
							07	\$ 41,452.94							
19	Zoo	Increase within Salary Grade	Director Grounds Main	Director Grounds Main	1	917E	01	\$ 84,626.82	917E	01	\$ 84,626.82	Classified	Addressing equity with DOSAA funding	10/07/2019	3.13%
							02	\$ 88,858.48		02	\$ 88,858.48				
							03	\$ 93,088.82		03	\$ 93,088.82				
							04	\$ 97,320.26		04	\$ 97,320.26				
							05	\$ 101,551.92		05	\$ 101,551.92				
							06	\$ 104,726.05		06	\$ 104,726.05				
							07	\$ 107,898.86		07	\$ 107,898.86				
							08	\$ 110,014.58		08	\$ 110,014.58				

December 2019 Monthly Transaction Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Salary	Salary	Salary	2019	Effective Date	Funding Source
					Old	New	Variance	Variance		
1	5040 - DOT Airport	Reclassification	Security Operator	Lead Security Operator	\$ 43,929	\$ 45,201	\$ 1,272	\$ 300	10/7/2019	19 DOSAA
2	5040 - DOT Airport	Lump Sum	Analyst Budget and Mgmt	Analyst Budget and Mgmt	\$ 63,059	\$ 63,059	\$ -	\$ 3,000	10/7/2019	19 DOSAA
3	5040 - DOT Airport	Advancement	Asst Airpt Maint Supv	Asst Airpt Maint Supv	\$ 56,848	\$ 59,421	\$ 2,573	\$ 606	10/7/2019	19 DOSAA
4	5040 - DOT Airport	Lump Sum	Accting Manager Airport	Accting Manager Airport	\$ 86,370	\$ 86,370	\$ -	\$ 4,000	10/7/2019	19 DOSAA
5.1	5300 - DOT Fleet	Advancement	Supervisor Fleet-	Supervisor Fleet-	\$ 60,194	\$ 63,059	\$ 2,865	\$ 675	11/18/2019	Other Position Savings
5.2	5300 - DOT Fleet	Advancement	Supervisor Fleet-	Supervisor Fleet-	\$ 60,194	\$ 63,059	\$ 2,865	\$ 675	11/18/2019	Other Position Savings
6	8000 - DHHS	Advancement	Manager Contract	Manager Contract	\$ 76,108	\$ 78,391	\$ 2,283	\$ 538	10/7/2019	19 DOSAA
7	5300 - DOT Fleet	Reclassification	Assistant Fleet-	Fleet Assistant	\$ 32,360	\$ 37,820	\$ 5,460	\$ 1,286	11/18/2019	Other Position Savings
8	5300 - DOT Fleet	Advancement	Manager Fleet	Manager Fleet	\$ 69,036	\$ 72,143	\$ 3,106	\$ 732	11/18/2019	Other Position Savings
9	5100 - DOT Highways	Reclassification	Asst Highway Maint Manager	Assistant Superintendent of Highways	\$ 78,427	\$ 78,427	\$ -	\$ -	11/4/2019	n/a
10	5100 - DOT Highways	Advancement	Highway Mtce Wkr 3	Highway Mtce Wkr 3	\$ 48,644	\$ 50,637	\$ 1,993	\$ 470	11/4/2019	Adopted Budget Funding
11	5100 - DOT Highways	Advancement	Sr. Fiscal Analyst	Sr. Fiscal Analyst	\$ 65,864	\$ 69,036	\$ 3,173	\$ 748	11/4/2019	Adopted Budget Funding
12	1140 - HR	Advancement	Manager Info Systems Retirement	Manager Info Systems Retirement	\$ 65,864	\$ 69,036	\$ 3,172	\$ 747	10/7/2019	19 DOSAA
13	1140 - HR	Advancement	Analyst Retirement	Analyst Retirement	\$ 51,447	\$ 53,140	\$ 1,693	\$ 399	10/7/2019	19 DOSAA
14	1140 - HR	Advancement	Clerical Spec- HR ERS (NR)	Clerical Spec- HR ERS (NR)	\$ 35,393	\$ 36,599	\$ 1,206	\$ 284	10/7/2019	19 DOSAA
15	1140 - HR	Reclassification	Sr Assistant Exec	HR Analyst	\$ 60,194	\$ 63,036	\$ 2,842	\$ 670	10/7/2019	19 DOSAA
16	1090 - OAAA	Reclassification	Grant Coordinator	Equity Manager	\$ 75,322	\$ 89,702	\$ 14,380	\$ 3,388	11/4/2019	19 DOSAA / Reclass Savings
17	1090 - OAAA	Reclassification	Assistant Executive	Sr. Assistant Clerical	\$ 52,956	\$ 52,956	\$ -	\$ -	10/7/2019	n/a
18	1151 - DAS Facilities	Lump Sum	Clerk Records Mgmt	Clerk Records Mgmt	\$ 41,453	\$ 41,453	\$ -	\$ 1,367	10/7/2019	19 DOSAA
19	9500 - Zoo	Advancement	Director Grounds Main	Director Grounds Main	\$ 101,552	\$ 104,726	\$ 3,174	\$ 748	10/7/2019	19 DOSAA

The department has certified that sufficient funds are available for the advancement in the stated funding source



 Director of Performance, Strategy, and Budget

11/5/19

 Date

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

December 2019

^Bold/Shaded boarder denotes rates of incumbents

INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Airport	Air Service Analyst	31M	01	\$ 31.67	\$ 65,863.60	4	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 33.19	\$ 69,036.42			
					03	\$ 34.68	\$ 72,142.78			
					04	\$ 36.21	\$ 75,312.97			
					05	\$ 37.71	\$ 78,426.99			
2	New Hire	Airport	Accountant 2	17	01	\$ 19.93	\$ 41,452.93	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
3	Rehire	DAS - Fiscal Affairs	Property Assess Program Mngr	34M	01	\$ 36.21	\$ 75,312.97	3	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 37.71	\$ 78,426.77			
					03	\$ 39.52	\$ 82,204.64			
					04	\$ 41.34	\$ 85,983.82			
					05	\$ 43.13	\$ 89,702.01			
4	New Hire	DAS - Fiscal Affairs	Disribution Assistant	02P	01	\$ 13.71	\$ 28,512.05	4	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 14.19	\$ 29,518.21			
					03	\$ 14.68	\$ 30,525.03			
					04	\$ 15.16	\$ 31,531.41			
					05	\$ 15.64	\$ 32,537.36			
					06	\$ 16.13	\$ 33,544.18			
					07	\$ 16.61	\$ 34,550.12			
					08	\$ 17.09	\$ 35,556.29			
					09	\$ 17.58	\$ 36,562.67			
5	New Hire	Dept. on Aging	Clerical Asst 1 NM	03Z1	01	\$ 14.76	\$ 30,701.10	3	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 15.08	\$ 31,371.63			
					03	\$ 15.60	\$ 32,440.74			
					04	\$ 16.11	\$ 33,510.52			
					05	\$ 16.63	\$ 34,580.29			
					06	\$ 17.14	\$ 35,649.62			
					07	\$ 17.65	\$ 36,719.62			
					08	\$ 18.17	\$ 37,788.51			
					09	\$ 18.68	\$ 38,858.29			
6	New Hire	DHHS Health & Human Services	Quality Specialist Energy	16Z5	01	\$ 22.05	\$ 45,854.92	5	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 22.57	\$ 46,950.88			
					03	\$ 23.47	\$ 48,823.74			
					04	\$ 24.43	\$ 50,816.40			
					05	\$ 25.23	\$ 52,470.90			
					06	\$ 26.06	\$ 54,197.31			
					07	\$ 27.04	\$ 56,250.29			
					08	\$ 27.55	\$ 57,303.45			
					09	\$ 28.04	\$ 58,322.51			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

December 2019

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7	New Hire	DHHS Health & Human Services	Clerical Asst 1 NM	03Z1	01	\$ 14.76	\$ 30,701.10	5	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 15.08	\$ 31,371.63			
					03	\$ 15.60	\$ 32,440.74			
					04	\$ 16.11	\$ 33,510.52			
					05	\$ 16.63	\$ 34,580.29			
					06	\$ 17.14	\$ 35,649.62			
					07	\$ 17.65	\$ 36,719.62			
					08	\$ 18.17	\$ 37,788.51			
					09	\$ 18.68	\$ 38,858.29			
					10	\$ 19.20	\$ 39,928.67			
8	New Hire	DHHS Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	2	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
					9	New Hire	DHHS Health & Human Services			
02	\$ 20.54	\$ 42,721.19								
03	\$ 21.12	\$ 43,928.67								
04	\$ 21.73	\$ 45,200.64								
05	\$ 22.57	\$ 46,950.88								
06	\$ 23.47	\$ 48,823.74								
07	\$ 24.43	\$ 50,816.40								
08	\$ 25.23	\$ 52,470.90								
09	\$ 26.06	\$ 54,197.31								
10	\$ 27.04	\$ 56,250.29								
11	\$ 27.55	\$ 57,303.45								
12	\$ 28.04	\$ 58,322.51								
10	New Hire	DHHS Health & Human Services	Serv Supp Spec	9				01	\$ 15.94	\$ 33,145.04
					02	\$ 16.33	\$ 33,976.11			
					03	\$ 16.76	\$ 34,864.24			
					04	\$ 17.23	\$ 35,835.64			
					05	\$ 17.89	\$ 37,218.65			
11	New Hire	DHHS Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	3	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
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Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

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12	New Hire	DHHS Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	5	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
13	New Hire	DHHS Health & Human Services	Prog Manager Childrens Servs	29M	01	\$ 28.94	\$ 60,194.07	4	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 30.32	\$ 63,059.11			
					03	\$ 31.67	\$ 65,863.60			
					04	\$ 33.19	\$ 69,036.42			
					05	\$ 34.68	\$ 72,142.78			
14	New Hire	DHHS Health & Human Services	Human Ser Wkr NM	16Z4	01	\$ 20.41	\$ 42,457.71	5	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.54	\$ 42,721.19			
					03	\$ 21.12	\$ 43,928.67			
					04	\$ 21.73	\$ 45,200.64			
					05	\$ 22.57	\$ 46,950.88			
					06	\$ 23.47	\$ 48,823.74			
					07	\$ 24.43	\$ 50,816.40			
					08	\$ 25.23	\$ 52,470.90			
					09	\$ 26.06	\$ 54,197.31			
					10	\$ 27.04	\$ 56,250.29			
					11	\$ 27.55	\$ 57,303.45			
					12	\$ 28.04	\$ 58,322.51			
15	New Hire	DHHS Health & Human Services	Community Intervention Spec	24	01	\$ 25.01	\$ 52,020.80	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 25.97	\$ 54,017.60			
					03	\$ 26.92	\$ 55,993.60			
					04	\$ 27.87	\$ 57,969.60			
					05	\$ 29.14	\$ 60,611.20			
16	New Hire	District Attorney's Office	Intern District Attorney	01IM	01	\$ 11.96	\$ 24,880.24	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 12.38	\$ 25,746.79			
					03	\$ 13.07	\$ 27,176.05			
					04	\$ 13.37	\$ 27,814.18			
					05	\$ 13.73	\$ 28,548.52			
					06	\$ 14.06	\$ 29,237.65			
					07	\$ 14.39	\$ 29,926.78			
					08	\$ 14.79	\$ 30,759.91			
					09	\$ 15.29	\$ 31,807.96			
					10	\$ 15.80	\$ 32,856.65			
					11	\$ 16.30	\$ 33,905.56			
					12	\$ 16.80	\$ 34,954.26			
					13	\$ 17.31	\$ 36,002.95			
					14	\$ 17.81	\$ 37,051.22			
					15	\$ 18.32	\$ 38,100.13			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

December 2019

^Bold/Shaded boarder denotes rates of incumbents

INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
17	New Hire	District Attorney's Office	Investigator District Atty	32M	01	\$ 33.19	\$ 69,036.42	3	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 34.68	\$ 72,142.78			
					03	\$ 36.21	\$ 75,312.97			
					04	\$ 37.71	\$ 78,426.77			
					05	\$ 39.52	\$ 82,204.64			
18	New Hire	District Attorney's Office	Investigator District Atty	32M	01	\$ 33.19	\$ 69,036.42	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 34.68	\$ 72,142.78			
					03	\$ 36.21	\$ 75,312.97			
					04	\$ 37.71	\$ 78,426.77			
					05	\$ 39.52	\$ 82,204.64			
19	New Hire	District Attorney's Office	Clerical Asst 1 NM	03Z1	01	\$ 14.76	\$ 30,701.10	5	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 15.08	\$ 31,371.63			
					03	\$ 15.60	\$ 32,440.74			
					04	\$ 16.11	\$ 33,510.52			
					05	\$ 16.63	\$ 34,580.29			
					06	\$ 17.14	\$ 35,649.62			
					07	\$ 17.65	\$ 36,719.62			
					08	\$ 18.17	\$ 37,788.51			
					09	\$ 18.68	\$ 38,858.29			
20	New Hire	District Attorney's Office	Intern District Attorney	01IM	01	\$ 11.96	\$ 24,880.24	3	11/4/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 12.38	\$ 25,746.79			
					03	\$ 13.07	\$ 27,176.05			
					04	\$ 13.37	\$ 27,814.18			
					05	\$ 13.73	\$ 28,548.52			
					06	\$ 14.06	\$ 29,237.65			
					07	\$ 14.39	\$ 29,926.78			
					08	\$ 14.79	\$ 30,759.91			
					09	\$ 15.29	\$ 31,807.96			
					10	\$ 15.80	\$ 32,856.65			
					11	\$ 16.30	\$ 33,905.56			
					12	\$ 16.80	\$ 34,954.26			
					13	\$ 17.31	\$ 36,002.95			
					14	\$ 17.81	\$ 37,051.22			
					15	\$ 18.32	\$ 38,100.13			
21	New Hire	District Attorney's Office	Clerical Asst 1 NM	03Z1	01	\$ 14.76	\$ 30,701.10	5	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 15.08	\$ 31,371.63			
					03	\$ 15.60	\$ 32,440.74			
					04	\$ 16.11	\$ 33,510.52			
					05	\$ 16.63	\$ 34,580.29			
					06	\$ 17.14	\$ 35,649.62			
					07	\$ 17.65	\$ 36,719.62			
					08	\$ 18.17	\$ 37,788.51			
					09	\$ 18.68	\$ 38,858.29			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
December 2019										
								^Bold/Shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
22	New Hire	District Attorney's Office	Clerical Asst 1 NM	03Z1	01	\$ 14.76	\$ 30,701.10	5	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 15.08	\$ 31,371.63			
					03	\$ 15.60	\$ 32,440.74			
					04	\$ 16.11	\$ 33,510.52			
					05	\$ 16.63	\$ 34,580.29			
					06	\$ 17.14	\$ 35,649.62			
					07	\$ 17.65	\$ 36,719.62			
					08	\$ 18.17	\$ 37,788.51			
					09	\$ 18.68	\$ 38,858.29			
23	New Hire	District Attorney's Office	Investigator District Atty	32M	01	\$ 33.19	\$ 69,036.42	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 34.68	\$ 72,142.78			
					03	\$ 36.21	\$ 75,312.97			
					04	\$ 37.71	\$ 78,426.77			
					05	\$ 39.52	\$ 82,204.64			
24	Rehire	House of Corrections	Corr Offcr 1 NM	14Z1	01	\$ 19.73	\$ 41,047.76	4	10/21/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 20.27	\$ 42,161.39			
					03	\$ 20.81	\$ 43,281.68			
					04	\$ 21.45	\$ 44,606.02			
					05	\$ 22.05	\$ 45,866.91			
					06	\$ 22.67	\$ 47,151.52			
25	New Hire	Human Resources	HR Prog Mgr Div Inc Eng Perf	33M	01	\$ 34.68	\$ 72,142.78	4	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 36.21	\$ 75,312.97			
					03	\$ 37.71	\$ 78,426.77			
					04	\$ 39.52	\$ 82,204.64			
					05	\$ 41.34	\$ 85,983.82			
26	New Hire	Human Resources	Coordinator Wellness	29M	01	\$ 28.94	\$ 60,194.07	4	9/30/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 30.32	\$ 63,059.11			
					03	\$ 31.67	\$ 65,863.60			
					04	\$ 33.19	\$ 69,036.42			
					05	\$ 34.68	\$ 72,142.78			
27	New Hire	Medical Examiner	Forensic Asst Med Examr	19	01	\$ 21.12	\$ 43,928.67	2	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 21.73	\$ 45,200.64			
					03	\$ 22.57	\$ 46,950.88			
					04	\$ 23.47	\$ 48,823.74			
					05	\$ 24.43	\$ 50,816.40			
28	New Hire	Office of Emergency Management	Dispatcher	16Z	01	\$ 17.76	\$ 36,940.61	3	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 18.32	\$ 38,105.91			
					03	\$ 18.88	\$ 39,268.36			
					04	\$ 19.41	\$ 40,380.10			
					05	\$ 19.93	\$ 41,452.93			
					06	\$ 20.54	\$ 42,721.19			
					07	\$ 21.12	\$ 43,928.67			
					08	\$ 21.73	\$ 45,200.64			
					09	\$ 22.57	\$ 46,950.88			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

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^Bold/Shaded border denotes rates of incumbents

INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP		APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
29	New Hire	Office of the Sheriff	Adm Asst	06P	01	\$ 18.18	\$ 37,819.99	5	11/4/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 18.82	\$ 39,154.26				
					03	\$ 19.47	\$ 40,489.83				
					04	\$ 20.11	\$ 41,824.54				
					05	\$ 20.75	\$ 43,159.02				
					06	\$ 21.39	\$ 44,493.94				
					07	\$ 22.03	\$ 45,828.64				
					08	\$ 22.68	\$ 47,164.00				
					09	\$ 23.32	\$ 48,498.48				
					10	\$ 23.96	\$ 49,832.96				
30	Rehire	Office of the Sheriff	Clerical Asst 2 Hrly	04P	01	\$ 15.56	\$ 32,360.52	6	10/7/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 16.11	\$ 33,502.65				
					03	\$ 16.66	\$ 34,644.77				
					04	\$ 17.21	\$ 35,786.90				
					05	\$ 17.75	\$ 36,929.24				
					06	\$ 18.30	\$ 38,071.37				
					07	\$ 18.85	\$ 39,213.28				
					08	\$ 19.40	\$ 40,355.18				
					09	\$ 19.95	\$ 41,498.18				
					10	\$ 20.50	\$ 42,640.28				
31	Rehire	Office of the Sheriff	Clerical Asst 2 Hrly	04P	01	\$ 15.56	\$ 32,360.52	5	10/7/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 16.11	\$ 33,502.65				
					03	\$ 16.66	\$ 34,644.77				
					04	\$ 17.21	\$ 35,786.90				
					05	\$ 17.75	\$ 36,929.24				
					06	\$ 18.30	\$ 38,071.37				
					07	\$ 18.85	\$ 39,213.28				
					08	\$ 19.40	\$ 40,355.18				
					09	\$ 19.95	\$ 41,498.18				
					10	\$ 20.50	\$ 42,640.28				
32	New Hire	Office of the Sheriff	Clerical Asst 2 Hrly	04P	01	\$ 15.56	\$ 32,360.52	4	10/7/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 16.11	\$ 33,502.65				
					03	\$ 16.66	\$ 34,644.77				
					04	\$ 17.21	\$ 35,786.90				
					05	\$ 17.75	\$ 36,929.24				
					06	\$ 18.30	\$ 38,071.37				
					07	\$ 18.85	\$ 39,213.28				
					08	\$ 19.40	\$ 40,355.18				
					09	\$ 19.95	\$ 41,498.18				
					10	\$ 20.50	\$ 42,640.28				
33	New Hire	Office of the Sheriff	Clerical Asst 2 NM	04Z1	01	\$ 15.65	\$ 32,542.66	2	10/21/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 16.11	\$ 33,502.65				
					03	\$ 16.66	\$ 34,644.77				
					04	\$ 17.21	\$ 35,786.90				
					05	\$ 17.75	\$ 36,929.24				
					06	\$ 18.30	\$ 38,071.37				
					07	\$ 18.85	\$ 39,213.28				
					08	\$ 19.40	\$ 40,355.18				
					09	\$ 19.95	\$ 41,498.18				
					10	\$ 20.50	\$ 42,640.28				
34	New Hire	Parks	Office Asst 3	12	01	\$ 17.23	\$ 35,835.64	2	11/4/2019	Training and experience exceed the minimum qualifications for this position.	
					02	\$ 17.76	\$ 36,940.61				
					03	\$ 18.32	\$ 38,105.91				
					04	\$ 18.88	\$ 39,268.36				
					05	\$ 19.41	\$ 40,380.10				

Appointments at an Advanced Step of the Pay Range

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December 2019

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INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
35	New Hire	Zoo	Veterinary Tech	15	01	\$ 18.88	\$ 39,268.36	2	10/7/2019	Training and experience exceed the minimum qualifications for this position.
					02	\$ 19.41	\$ 40,380.10			
					03	\$ 19.93	\$ 41,452.93			
					04	\$ 20.54	\$ 42,721.19			
					05	\$ 21.12	\$ 43,928.67			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
December 4, 2019**

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

**Dual Employments
Personnel Committee Meeting
December 4, 2019**

Organizational Unit	Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
December 4, 2019**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
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Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
December 4, 2019**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
MCDOT	5120	Brooks	Darryl	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5120	Brown	Leonard	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5160	Hendricks	Daniel	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5140	Kaminski	Robert	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5120	Kennon	Kyle	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
District Attorney	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT
MCDOT	5140	Tubbs	Charles	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
December 4, 2019**

<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>
DA	Salas-Sanchez	Minerva	Paralegal	19Z2	07Z2	Senior Executive Assistant	7/8/2019	10/8/2019	1/5/2020	Vacant Position
DHHS	Queen	Natalie	Quality Specialist	16Z5	27	Contract Services Coordinator	10/28/2019		2/25/2020	Vacant Position
HR	Bronikowski	Ericka	RPS Manager	901E	903E	RPS Director	10/14/2019		2/14/2020	Vacant Position
HR	Keovilaysone	Noukone	Sr. Pension Analyst	32M	901E	RPS Manager	10/14/2019		2/14/2020	Incumbent in TAHC
MCDOT	Kowalski	Greg	Asst. Highway Mtce Supervisor	26M	31M	Asst. Highway Mtce Mgr	7/10/2019	10/9/2019	1/7/2020	Incumbent in TAHC
MCSO	Castro	Josephine	Clerical Assistant II	04Z1	08P	Administrative Assistant	8/11/2019		11/8/2019	Incumbent promoted
Sheriff	Smoot	Brent	Deputy Sheriff	17BZ	34M	Deputy Sheriff LT	10/20/2019		1/17/2020	Incumbent in TAHC
Sheriff	Smoot	Brent	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	7/13/2019	10/11/2019	10/19/2019	Vacant position
Sheriff	Parr	Steven	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	7/13/2019	10/11/2019	10/19/2019	Vacant position
Sheriff	Lester	Brandy	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	7/13/2019	10/11/2019	10/19/2019	Incumbent in TAHC
Sheriff	Baker	Christine	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	10/20/2019		1/17/2020	Incumbent in TAHC
Sheriff	Bilda	Andrew	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	7/13/2019	10/11/2019	10/19/2019	Incumbent in TAHC
Sheriff	Novotny	James	Deputy Sheriff Lt.	34M	916E	Sheriff's Office Captain	10/20/2019		1/17/2020	Incumbent in TAHC