

## Milwaukee County

## **Department of Human Resources**

INTER-OFFICE COMMUNICATION

Date: December 30, 2021

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

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

Subject: From the Chief Human Resources Officer, Department of Human

Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Informational Report

## REQUEST

File Type:

HR is providing an informational report for the January 2022 Personnel Committee Meeting, Reference File 22-XX (Refence File Number TBD). Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

## **POLICY**

Wisconsin State Statutes:	<u>63.05 (3), 63.07</u>
Milwaukee County Code of General	<u>17.05 (2), 17.10, 17.09, 17.23, 17.08,</u>
Ordinances:	<u>17.085, 17.265</u>

## **BACKGROUND**

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the upcoming agenda of the Personnel Committee Meeting for informational purposes.

Related File No's:	22-XX (Refence File Number TBD).
Previous Action Date(s):	New Year

## ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the strategic plan:

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3B: Enhance the County's fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

## **FISCAL EFFECT**

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

## **VIRTUAL MEETING INVITES**

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Dean.Legler@millwaukeecountywi.gov
Joseph.Lamers@milwaukeecountywi.gov
Daniel.Laurila@milwaukeecountywi.gov

## PREPARED BY:

Dean Legler, Director of Compensation/HRIS, Department of Human Resources Genaro Baez, Director of Talent Acquisition, HR Operations and Learning & Development, Department of Human Resources

Dan Laurila, Operating Budget Manager, Department of Administrative Services

## **APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

## **ATTACHMENTS:**

Reclassifications

Advancements within the pay range

Fiscal notes for reclassifications and 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 December 20, 2021)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Aaron Hertzberg, Director, Department of Administrative Services
Joe Lamers, Director - Performance, Strategy, & Budget, DAS
Supervisor Eddie Cullen, Chair, Personnel Committee
Personnel Committee Members
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners

Shanin Brown, Committee Coordinator, Office of the County Clerk

			CURRENT	RECOMMENDED	NO.	CURRENT	RECOMMENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE ANNUAL PAY	PAY RANGE ANNUAL PAY	Civil Service	Comments	Effective Date	%
			IIILE	IIILE	rosinoits	RAIE	RATE	Classification	Comments	Effective Date	/0
						01 \$ 50,759.95	01 \$ 50,759.95				
						02 \$ 56,341.15	02 \$ 56,341.15				
						03 \$ 62,108.89	03 \$ 62,108.89				
						04 \$ 66,430.66	04 \$ 66,430.66				
						05 \$ 71,053.47	05 \$ 71,053.47				
						06 \$ 75,998.12	06 \$ 75,998.12				
1	Courts	Lump Sum	Asst Commissioner Fam	Asst Commissioner Fam	1	34Z 07 \$ 80,171.99	34Z 07 \$ 80,171.99	Classified	Lump Sum = \$2,790	1/9/22	0.00%
	004.10	zamp oam	Court	Court	·	08 \$ 86,944.13	08 \$ 80,944.13	O.G.OOOG		170722	0.0070
						09 \$ 92,993.80	09 \$ 92,993.80				
						10 \$ 97,514.51	10 \$ 97,514.51				
						11 \$ 103,732.46	11 \$ 103,732.46				
						12 \$ 109,956.50	12 \$ 109,956.50				
						13 \$ 116,553.43	13 \$ 116,553.43				
						14 \$ 123,547.21	14 \$ 123,547.21				
						01 \$ 50,759.95	01 \$ 50,759.95				
						02 \$ 56,341.15	02 \$ 56,341.15				
						03 \$ 62,108.89	03 \$ 62,108.89				
						04 \$ 66,430.66	04 \$ 66,430.66				
						05 \$ 71,053.47	05 \$ 71,053.47				
						06 \$ 75,998.12	06 \$ 75,998.12				
2	Courts	Lump Sum	Asst Commissioner Fam	Asst Commissioner Fam	1	34Z 07 \$ 80,171.99	34Z 07 \$ 80,171.99	Classified	Lump Sum = \$2,925	1/9/22	0.00%
_	004.10	zamp cam	Court	Court	·	08 \$ 86,944.13	08 \$ 86,944.13	O.G.OOOG		170722	0.0070
						09 \$ 92,993.80	09 \$ 92,993.80				
						10 \$ 97,514.51	10 \$ 97,514.51				
						11 \$ 103,732.46	11 \$ 103,732.46				
						12 \$ 109,956.50	12 \$ 109,956.50				
						13 \$ 116,553.43	13 \$ 116,553.43				
						14 \$ 123,547.21	14 \$ 123,547.21				
						01 \$ 50,759.95	01 \$ 50,759.95				
						02 \$ 56,341.15	02 \$ 56,341.15				
						03 \$ 62,108.89	03 \$ 62,108.89				
						04 \$ 66,430.66	04 \$ 66,430.66				
						05 \$ 71,053.47	05 \$ 71,053.47				
						06 \$ 75,998.12	06 \$ 75,998.12				
3	Courts	Lump Sum	Asst Commissioner Fam	Asst Commissioner Fam	1	34Z 07 \$ 80,171.99		Classified	Lump Sum = \$3,706	1/9/22	0.00%
_			Court	Court		08 \$ 86,944.13	00 \$ 00,944.13				
						09 \$ 92,993.80	09 \$ 92,993.80				
						10 \$ 97,514.51	10 \$ 97,514.51				
						11 \$ 103,732.46	11 \$ 103,732.46				
						12 \$ 109,956.50	12 \$ 109,956.50				
						13 \$ 116,553.43	13 \$ 116,553.43				
						14 \$ 123,547.21	14 \$ 123,547.21				

			CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
4	Courts	Lump Sum	Asst Commissioner Fam Court	Asst Commissioner Fam Court	1	34Z 09 10 11 12 13 14	\$ 50,759.95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	02 03 04 05 06 07 08 09 10 11 12 13	\$ 50,759.95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	Classified	Lump Sum = \$3,299	1/9/22	0.00%
5	Courts	Lump Sum	Asst Commissioner Fam Court	Asst Commissioner Fam Court	1	01 02 03 04 05 06 07 08 09 10 11 12 13	\$ 50,759.95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	01 02 03 04 05 06 07 08 09 10 11 12 13	\$ 50,759.95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	Classified	Lump Sum = \$3,112	1/9/22	0.00%
6	Courts	Lump Sum	Asst Commissioner Fam Court	Asst Commissioner Fam Court	1	34Z 01 01 02 03 04 05 06 07 08 09 10 11 12 13	\$ 50,759,95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	01 02 03 04 05 06 07 08 09 10 11 12 13	\$ 50,759.95 \$ 56,341.15 \$ 62,108.89 \$ 66,430.66 \$ 71,053.47 \$ 75,998.12 \$ 80,171.99 \$ 86,944.13 \$ 92,993.80 \$ 97,514.51 \$ 103,732.46 \$ 109,956.50 \$ 116,553.43 \$ 123,547.21	Classified	Lump Sum = \$2,608	1/9/22	0.00%

			CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
						01	\$ 50,759.95	01	\$ 50,759.95	Classification			
						02	\$ 56,341.15		\$ 56,341.15				
						03	\$ 62,108.89		\$ 62,108.89				
						04	\$ 66,430.66		\$ 66,430.66				
						05	\$ 71,053.47	05	\$ 71,053.47				
						06	\$ 75,998.12		\$ 75,998.12				
7	Courts	Lump Sum	Asst Commissioner Fam	Asst Commissioner Fam	1	34Z 07	\$ 80,171.99 \$ 86,944.13		\$ 80,171.99 \$ 86,944.13	Classified	Lump Sum = \$2,608	1/9/22	0.00%
		·	Court	Court		09	\$ 92.993.80		\$ 92,993.80				
						10	\$ 97,514.51		\$ 97,514.51				
						11	\$ 103,732.46		\$ 103,732.46				
						12	\$ 109,956.50		\$ 109,956.50				
						13	\$ 116,553.43		\$ 116,553.43				
						14	\$ 123,547.21	14	\$ 123,547.21				
						01	\$ 61,048.00		\$ 61,048.00				
						02	\$ 62,566.40		\$ 62,566.40				
						03	\$ 64,438.40		\$ 64,438.40				
8	Courts	Lump Sum	Analyst IT-	Analyst IT-	1	24D 04	\$ 66,705.60		\$ 66,705.60	Classified	Lump Sum = \$1,831	1/9/22	0.00%
						05	\$ 69,368.00		\$ 69,368.00				
						06	\$ 72,841.60		\$ 72,841.60				
						07	\$ 77,209.60		\$ 77,209.60				
						01 02	\$ 43,326.40 \$ 43,596.80		\$ 59,155.20 \$ 61,838.40				
						03	\$ 43,596.80		\$ 64,521.60				
						03	\$ 46,113.60		\$ 67,579.20				
						05	\$ 47,902.40		\$ 70,595.20				
	D. II. IO	D 1 15 11		Advanced ADRC		06	\$ 49,816.00			01 :5 1	Reclassing position to align job title with job duties	4/0/00	F 700/
9	DHHS	Reclassification	Human Ser Wkr NM	Professional	1	16Z4 07	\$ 51,854.40	27		Classified	and responsibilities	1/9/22	5.76%
						08	\$ 53,539.20				·		
						09	\$ 55,307.20	1					
						10	\$ 57,387.20						
						11	\$ 58,468.80						
						12	\$ 59,508.80 \$ 43,326.40	0.4	\$ 59,155.20				
						01 02	\$ 43,326.40 \$ 43,596.80		\$ 59,155.20				
						03	\$ 44,824.00		\$ 64,521.60				
						04	\$ 46,113.60		\$ 67,579.20				
						05	\$ 47.902.40		\$ 70,595.20				
40	DIIIIO	Deeleesifissis	Library Company Nila	Advanced ADRC		06	\$ 49,816.00		7	01:6:1	Reclassing position to align job title with job duties	4/0/00	0.040/
10	DHHS	Reclassification	Human Ser Wkr NM	Professional	1	1624 07	\$ 51,854.40	27		Classified	and responsibilities	1/9/22	3.91%
						80	\$ 53,539.20						
						09	\$ 55,307.20	1					
						10	\$ 57,387.20	1					
						11	\$ 58,468.80						
						12	\$ 59,508.80						1

			CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
11	DHHS	Reclassification	Human Ser Wkr NM	Advanced ADRC Professional	1	16Z4 01 16Z4 05 16Z4 06 07 08 09 10 11 12	\$ 43,326.40 \$ 43,596.80 \$ 44,824.00 \$ 46,113.60 \$ 47,902.40 \$ 51,854.40 \$ 53,539.20 \$ 55,307.20 \$ 57,387.20 \$ 58,468.80 \$ 59,508.80	02 03 04 05	\$ 59,155.20 \$ 61,838.40 \$ 64,521.60 \$ 67,579.20 \$ 70,595.20	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	6.96%
12	DHHS	Reclassification	Human Ser Wkr NM	Advanced ADRC Professional	1	16Z4 01 02 03 04 05 06 07 08 09 10 11 12	\$ 43,326.40 \$ 43,596.80 \$ 44,824.00 \$ 46,113.60 \$ 47,902.40 \$ 49,816.00 \$ 51,854.40 \$ 53,539.20 \$ 55,307.20 \$ 57,387.20 \$ 58,468.80 \$ 59,508.80	02 03 04 05	\$ 59,155.20 \$ 61,838.40 \$ 64,521.60 \$ 67,579.20 \$ 70,595.20	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	10.49%
13	DHHS	Reclassification	Human Ser Wkr NM	Advanced ADRC Professional	1	16Z4 01 16Z4 05 16Z4 06 07 08 09 10 11 12	\$ 43,326.40 \$ 43,596.80 \$ 44,824.00 \$ 46,113.60 \$ 47,902.40 \$ 49,816.00 \$ 51,854.40 \$ 53,539.20 \$ 55,307.20 \$ 57,387.20 \$ 58,468.80 \$ 59,508.80	02 03 04 05 27	\$ 59,155.20 \$ 61,838.40 \$ 64,521.60 \$ 67,579.20 \$ 70,595.20	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	10.49%
14	OEM	Reclassification	EMS Data Analytics Manager	Data Analytics and Strategy Manager	1	31M 01 02 03 04 05	\$ 67,204.80 \$ 70,428.80 \$ 73,611.20 \$ 76,835.20 \$ 80,017.60	34M 03 04	\$ 76,835.20 \$ 80,017.60 \$ 83,865.60 \$ 87,713.60 \$ 91,520.00	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	0.00%
15	DHHS	Reclassification	Unit Supervisor- Lts-	ADRC Supervisor Options Counseling	1	26M 03 04 05	\$ 56,014.40 \$ 58,011.20 \$ 60,632.00 \$ 61,422.40 \$ 64,334.40	31M 02 03 04	\$ 67,204.80 \$ 70,428.80 \$ 73,611.20 \$ 76,835.20 \$ 80,017.60	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	15.85%

Time				CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Math   Classification   Continuous Improv Mgr   Symmetric   County Beard   Reclassification   Unit Supervisor Lts   County Beard   County Beard   Reclassification   Unit Supervisor Lts   County Beard   Reclassification   Unit Supervisor Lts   County Beard   Reclassification   Unit Supervisor Lts   County Beard   County Beard   Reclassification   Unit Supervisor Lts   County Beard   Reclassification   Unit Supervisor Lts   County Beard   County Beard   Reclassification   Unit Supervisor Lts   County Beard   Reclassification   Unit Supervisor Lts   County Beard   County Beard   Reclassification   Unit Supervisor   Unit Supe	Index #	REQUESTOR	TYPE	TITLE	TITI E		PAY RANGE		PAY RANGE			Comments	Effective Date	%
April				11122	11122	1 001110110					Classification	Comments	Lifective Date	70
16   DHHS   Reclassification   DHHS   Reclassification   Disability Services Coord   Disability Services Coord   Services   1   26   26   3   4   4   4   4   4   4   4   4   4								Ψ 00,011110						
The continue of the continue		5			ADRC Supervisor Options							Reclassing position to align job title with job duties		
Disability Services Coord   Benefits Specialist   1   20M   32   3   5   5   5   5   5   5   5   5   5	16	DHHS	Reclassification	Unit Supervisor- Lts-		1				, ,,,	Classified		1/9/22	15.85%
17   DHHS   Reclassification   Disability Services Coord   Benefits Specialist   1   20   20   6   6   6   1   20   6   6   6   1   20   6   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   1   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   20   6   6   6   6   6   6   6   6   6					3					, ,,,,,,,,		'		
Part   DHHS   Recissification   Disability Services Coord   Benefits Specialist   1   26M   3   6.08.520   3   40   6.05   5   6.01.120   4   6   6.1.4224   6   6   7   7.0.655.50   6   7.0.6														
17														
Supervisor	17	DULLE	Declaration	Disability Sarvisas Coard	Benefits Specialist	4					Classified	Reclassing position to align job title with job duties	1/0/22	19.98%
Part	17	рппо	Reciassification	Disability Services Coold	Supervisor	1			31101 03		Classified	and responsibilities	1/9/22	19.9070
18								,	04					
Reclassification   Continuous Improv Mgr   Sr. Manager Project Management Office   1   37M   36   56,380 00   36   56,380 00   36   56,380 00   36   56,380 00   37,000   38   56,380 00   38   56,370 00   38   56,380 00   38								+,						
18    DAS   Reclassification   Continuous Improv Mgr   Sr. Manager Project Management Office   1   37M   03   5   5   5   380   00   04   5   103,812   00   04   5   103,812   00   04   5   103,812   00   04   5   103,812   00   05   5   104,832   00   04   5   103,812   00   07   08   08   08   08   08   08														
19   Zoo   Reclassification   Horticulturist   Horticulturist Supervisor   1   23   03   35   55,007.20   20   24   55,359.20   20   25   54,0034.40   25   54,0034.40   25   54,0034.40   25   54,0034.40   25   54,0034.40   25   25   25   25   25   25   25   2	18	DAS	Reclassification	Continuous Improv Mar	Ŭ,	1					Classified		1/9/22	12.57%
19   Zoo   Reclassification   Horticulturist   Horticulturist Supervisor   1   23   35   55   53   20   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   54   308   40   20   25   57   307   20   20   25   57   208   20   20   25   57   208   20   20   25   57   208   20   20   25   57   208   20   20   25   57   208   20   20   25   57   208   20   20   25   57   208   2	10	DAO	recolassification	Continuous improv wigi	Management Office						Olassillea	and responsibilities	1/3/22	12.07 70
19   Zoo   Reclassification   Horticulturist Supervisor   1   20   2   5   5   5   5   5   2   2   5   5														
19   Zoo   Reclassification   Horticulturist   Horticulturist Supervisor   1   23   03   \$5   55,307,20   04   \$5   53,007,20   03   \$5   65,0014,40   04   \$5   60,0014,00   04   \$5   60,0014,00   05   \$6   60,0003,0003   \$6   60,0014,00   04   \$6   63,0014,00   05   \$6   60,0003,0003   \$6   60,0003,0003   \$7   60,0003,0003,0003,0003,0003,0003,0003,0														
19   Zoo   Reclassification   Horticulturist   Horticulturist   Horticulturist   Supervisor   1   23   33   \$ 5,50,720   24M   03   \$ 5,50,91.20   04   \$ 5,73,87.20   05   \$ 5,948.00   05   \$ 5,948.00   05   \$ 5,948.00   05   \$ 5,948.00   05   \$ 5,099.20   01   \$ 6,433.40   02   \$ 5,70.428.80   05   \$ 5,748.20   05   \$ 5,748.20   05   \$ 5,748.20   05   \$ 5,748.20   05   \$ 5,748.20   05   \$ 5,748.20   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 5,945.20   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 5,945.20   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 5,693.20   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 5,693.20   05   \$ 6,4521.60   05   \$ 6,4521.60   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,783.20   05   \$ 5,893.20   05   \$ 5,893.20   05   \$ 5,783.20   05   \$ 5,893.20   05   \$ 5,893.20   05   \$ 5,993.20														
County Board   Reclassification   Public Relations Coord   Public Relations Manager   1   25   59,387.20   05   59,488.00   05   50,598.20   07   58,605.32.00   07	19	Zoo	Reclassification	Horticulturist	Horticulturist Supervisor	1					Classified		1/9/22	9.63%
20   Zoo   Reclassification   Public Relations Coord   Public Relations Manager   1   25   30   30   \$5   \$59,488.00   02   \$57,137.60   02   \$5   \$61,083.40   02   \$5   \$7,0428.80   03   \$5   \$70,0428.80   04   \$5   \$70,0428.80   04   \$5   \$70,0428.80   05   \$61,083.40   02   \$64,0214.00   05					·							and responsibilities		
20   Zoo   Reclassification   Public Relations Coord   Public Relations Manager   1   25   02   \$ 5,71,37,60   03   \$ 5,9155,20   04   \$ 3,9155,20   04   \$ 73,611,20   05   \$ 70,28,80   04   \$ 73,611,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 76,835,20   05   \$ 84,838,40   05   \$ 76,835,20   05   \$ 84,838,4							05		05	\$ 60,632.00				
20   Zoo   Reclassification   Public Relations Coord   Public Relations Manager   1   25   03   \$   59,155.20   04   \$   73,611.20   05   \$   76,835.20   04   \$   73,611.20   05   \$   76,835.20   04   \$   73,611.20   05   \$   76,835.20   04   \$   73,611.20   05   \$   76,835.20   05   76,835.20   05   76,835.20   05   76,835.20   05   76,835.							01	\$ 55,099.20	01	\$ 64,334.40				
20   200   Reclassification   Public Relations Coord   Public Relations Manager   1   25   03   \$   \$   \$   \$   \$   \$   \$   \$   \$							02	\$ 57,137.60	02	\$ 67,204.80		De de circo de citico de citico de distribuidad de la designa		
County Board   Reclassification   Adm Sec Legislative Asst 3   Specialist Constitutent   Services   1   11M   03   \$ 3,811.60   01   \$ 34,881.60   01   \$ 42,744.00   02   \$ 43,950.40   02   \$ 43,950.40   03   \$ 45,219.20   02   \$ 43,950.40   03   \$ 45,219.20   04   \$ 46,966.40   05   \$ 46,966.40   05   \$ 46,898.40   05   \$ 46,898.40   06   \$ 46,966.40   05   \$ 46,898.40   07   \$ 67,204.80	20	Zoo	Reclassification	Public Relations Coord	Public Relations Manager	1	25 03	\$ 59,155.20	30M 03	\$ 70,428.80	Classified	0,	1/9/22	4.16%
21   County Board   Reclassification   Adm Sec Legislistive Asst 3   Specialist Constitutent   Services   1   11M   03   \$38,881,60   02   \$43,950.40   02   \$43,950.40   04   \$49,966.40   05   \$48,838.40   05							04	\$ 61,838.40	04	\$ 73,611.20		and responsibilities		
County Board   Reclassification   Adm Sec Legislstive Asst 3   Specialist Constitutent Services   1   11M							05	\$ 64,521.60	05	\$ 76,835.20				
County Board   Reclassification   Adm Sec Legislative Asst 3   Specialist Constitutint Services   1   11M										\$ 42,744.00				
21 County Board Reclassification Adm Sec Legislative Asst 3 Services 1 110 03 \$ 36,981.60 to 04 \$ 38,126.40 to 05 \$ 39,291.20 to 05 \$ 48,838.40 to 04 \$ 76,204.80 to 05 \$ 39,291.20 to 05 \$ 48,838.40 to 01 \$ 67,204.80 to 02 \$ 70,428.80 to 02 \$ 70,635.20 to 05 \$ 8,0017.60 to 05 \$ 91,520.00 to 05 \$ 104,332.80 to 04 \$ 99,236.80 to 04 \$ 99,236.80 to 05 \$ 104,332.80 to 05 \$ 104,332.80 to 01 \$ 85,893.78 to 02 \$ 106,578.53 to 03 \$ 106,578.					Specialist Constitutent							Reclassing position to align job title with job duties		
22   Airport   Increase within Salary Grade   Supervisor Accounting-	21	County Board	Reclassification	Adm Sec Legislstive Asst 3		1					Classified	0,	1/9/22	22.54%
22   Airport   Increase within Salary Grade   Supervisor Accounting-					OCI VICCS							and responsibilities		
22   Airport   Increase within Salary Grade   Supervisor Accounting-														
22   Airport   Increase within Salary Grade   Supervisor Accounting-   Supervisor Accounting-   Supervisor Accounting-   1   31M   03   \$ 73,611.20   04   \$ 76,835.20   05   \$ 80,017.60   05   \$ 80,017.60   05   \$ 80,017.60   05   \$ 80,017.60   07   \$ 87,713.60   02   \$ 91,520.00   02   \$ 91,520.00   03   \$ 95,368.00   04   \$ 99,236.80   05   \$ 104,332.80   05   \$ 104,332.80   05   \$ 104,332.80   07   \$ 10   \$ 85,893.78   02   \$ 106,578.53   02   \$ 106,578.53   02   \$ 106,578.53   02   \$ 106,578.53   02   \$ 107,7263.28   107,7														
Salary Grade   Operating Budget Manager   Oper			Increase within											40.0004
DAS Increase within Salary Grade Operating Budget Manager Operating Budget Manager 1 37M Oper	22	Airport	Salary Grade	Supervisor Accounting-	Supervisor Accounting-	1					Classified	Equity issues being addressed.	1/9/22	13.62%
DAS Increase within Salary Grade Operating Budget Manager Operating Budget Manager 1 37M 03 \$ 95,368.00 04 \$ 99,236.80 05 \$ 104,332.80 05 \$ 104,332.80 05 \$ 104,332.80 05 \$ 104,332.80 05 \$ 106,578.53 02 \$ 10			,					7						
DAS Increase within Salary Grade Operating Budget Manager Operating Bud														
23 DAS Increase within Salary Grade Operating Budget Manager Operating Budget Manager 1 37M 03 \$ 95,368.00 04 \$ 99,236.80 05 \$ 104,332.80 05 \$														
Salary Grade    04	22	DAG	Increase within	Operating Budget Manager	Operating Budget Manager	4					Classified	Equity issues being addressed	1/0/22	9.40%
05 \$ 104,332.80	23	DAS	Salary Grade	Operating Budget Manager	Operating Budget Manager	1					Classified	Equity issues being addressed.	1/9/22	9.40%
01 \$ 85,893.78 01 \$ 85,893.78 02 \$ 106,578.53														
24 County Exec. Increase within Director Strategic Planning Director Strategic Plannin										,				
24 County Exec Increase within Director Strategic Planning Director Strategic Planning 1 902F 03 \$ 127,263,28 Unclassified Equity issues being addressed 1/9/22 10														
Salary Grade Salar	24	County Exec		Director Strategic Planning-	Director Strategic Planning-	1					Unclassified	Equity issues being addressed	1/9/22	10.25%
		200, 2	Salary Grade		g	•	5522			-	C		., 5, 22	
\$95,252.36 \$105,019								\$95,252.36		\$105,019				

			CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE	ANNUAL PAY	PAY RANGE	ANNUAL PAY	Civil Service	Comments	Effective Date	%
							RATE		RATE	Classification			,,,
						01	\$ 50,835.20	01	\$ 50,835.20				
0.5	0 1 01 1	Increase within	0 10 "	0 10 "	_	02	\$ 52,499.20	02	\$ 52,499.20	O1 'f' 1		4/0/00	0.000/
25	County Clerk	Salary Grade	Coord Committee	Coord Committee	1	23M 03	\$ 54,225.60 \$ 56.264.00	23M 03	\$ 54,225.60	Classified	Equity issues being addressed.	1/9/22	3.66%
		-				04 05	\$ 56,264.00	04 05	\$ 56,264.00 \$ 58,323.20				
						05	\$ 50,835.20	01	\$ 50,835.20				
						02	\$ 52.499.20	02	\$ 52,499.20				
26	County Clerk	Increase within	Coord Committee	Coord Committee	1	23M 03	\$ 54.225.60	23M 03	\$ 54,225.60	Classified	Equity issues being addressed.	1/9/22	3.76%
20	County Clerk	Salary Grade	Coord Committee	Coord Committee	'	04	\$ 56,264.00	04	\$ 56,264.00	Classified	Equity issues being addressed.	1/3/22	3.7070
						05	\$ 58,323.20	05	\$ 58,323.20				
						01	\$ 50.835.20	01	\$ 50.835.20				
						02	\$ 52,499.20	02	\$ 52,499.20				
27	County Clerk	Increase within	Coord Committee	Coord Committee	1	23M 03	\$ 54.225.60	23M 03	\$ 54,225.60	Classified	Equity issues being addressed.	1/9/22	3.76%
		Salary Grade				04	\$ 56,264.00	04	\$ 56,264.00				
						05	\$ 58,323.20	05	\$ 58,323.20				
						01	\$ 67,772.48	01	\$ 67,772.48				
		Increase within				02	\$ 83,483.24	02	\$ 83,483.24				
28	County Clerk	Salary Grade	Deputy County Clerk	Deputy County Clerk	1	901E 03	\$ 99,194.00	901E 03	\$ 99,194.00	Unclassified	Equity issues being addressed.	1/9/22	15.24%
		Salary Grade					\$72,442		\$83,483				
						01	\$ 67,772.48	01	\$ 67,772.48				
		Increase within	Manager Legislative Svcs	Manager Legislative Svcs		02	\$ 83,483.24	02	\$ 83,483.24				
29	County Clerk	Salary Grade	Div-	Div-	1	901E 03	\$ 99,194.00	901E 03	\$ 99,194.00	Unclassified	Equity issues being addressed.	1/9/22	2.00%
		Calary Grade	DIV-	DIV-			\$77,796		\$79,352				
						01	\$ 33,820.80	01	\$ 36,566.40				
		Increase within				02	\$ 34,673.60	02	\$ 37,689.60				
30	DAS	Salary Grade	Dir Grants & Spec Projects	Dir Grants & Spec Projects	1	902E 03	\$ 35,568.00	902E 03	\$ 38,875.20	Unclassified	Equity issues being addressed.	1/9/22	8.48%
		Jaiary Grade					\$109,545		\$118,830				

## Jan 2022 Monthly Position Change Fiscal Effect Form

					Sa	l / SS	Sal / SS	Sal / SS	- 2	2022		
Item #	Agency	Туре	Old Title	New Title	Cι	ırrent	New	Variance	Vai	riance	<b>Effective Date</b>	Funding Source
1	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	103,131	n/a	\$ 3,003	\$	3,003	1/9/2022	Dedicated Funding
2	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	108,145	n/a	\$ 3,149	\$	3,149	1/9/2022	Dedicated Funding
3	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	137,015	n/a	\$ 3,990	\$	3,990	1/9/2022	Dedicated Funding
4	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	121,943	n/a	\$ 3,551	\$	3,551	1/9/2022	Dedicated Funding
5	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	115,040	n/a	\$ 3,350	\$	3,350	1/9/2022	Dedicated Funding
6	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	96,422	n/a	\$ 1,972	\$	1,972	1/9/2022	Dedicated Funding
7	200 - Courts	Lump Sum	Asst Commissioner Fam Ct	n/a	\$	96,422	n/a	\$ 2,808	\$	2,808	1/9/2022	Dedicated Funding
8	200 - Courts	Lump Sum	Analyst it-	n/a	\$	67,014	n/a	\$ 2,808	\$	2,808	1/9/2022	Dedicated Funding
9	800 - DHHS	Reclassification	Human Ser Wkr Nm	Advanced ADRC Professionals	\$	64,186	\$ 67,882	\$ 3,696	\$	3,615	1/9/2022	Dedicated Funding
10	800 - DHHS	Reclassification	Human Ser Wkr Nm	Advanced ADRC Professionals	\$	65,327	\$ 67,882	\$ 2,555	\$	2,499	1/9/2022	Dedicated Funding
11	800 - DHHS	Reclassification	Human Ser Wkr Nm	Advanced ADRC Professionals	\$	60,706	\$ 64,942	\$ 4,236	\$	4,143	1/9/2022	Dedicated Funding
12	800 - DHHS	Reclassification	Human Ser Wkr Nm	advanced ADRC Professionals	\$	58,773	\$ 64,942	\$ 6,169	\$	6,034	1/9/2022	Dedicated Funding
13	800 - DHHS	Reclassification	human Ser Wkr Nm	advanced ADRC Professionals	\$	58,773	\$ 64,942	\$ 6,169	\$	6,034	1/9/2022	Dedicated Funding
14	480 - OEM	Reclassification	Ems Data Analytics Manager	Data Analytics and Strategy Manager	\$	84,358	\$ 84,358	\$ -	\$	-	1/9/2022	n/a
15	800 - DHHS	Reclassification	Unit Supervisor - Lts-	ADRC Supervisor Options Counseling	\$	63,675	\$ 73,774	\$ 10,099	\$	9,878	1/9/2022	Dedicated Funding
16	800 - DHHS	Reclassification	Unit Supervisor - Lts-	ADRC Supervisor Options Counseling	\$	63,675	\$ 73,774	\$ 10,099	\$	9,878	1/9/2022	Dedicated Funding
17	800 - DHHS	Reclassification	Disabilities Services Coord	Benefits Specialist Supervisor	\$	61,496	\$ 73,774	\$ 12,278	\$	12,009	1/9/2022	Dedicated Funding
18	118 - SBP	Reclassification	Continuous Improve Mgr	Sr. Manager Project Management Office	\$	96,311	\$ 108,408	\$ 12,097	\$	11,832	1/9/2022	Dedicated Funding
19	950 - Zoo	Reclassification	Horticulturist	Horticultural-Supervisor	\$	60,706	\$ 66,558	\$ 5,852	\$	5,724	1/9/2022	Dedicated Funding
20	100 - County Board	Reclassification	Adm Sec Legislative Asst 3	Specialist Constituent Service	\$	38,289	\$ 46,918	\$ 8,629	\$	8,440	1/9/2022	Dedicated Funding
21	950 - Zoo	Reclassification	Public Relations Coord	Public Relations Manager	\$	70,828	\$ 73,774	\$ 2,946	\$	2,881	1/9/2022	Dedicated Funding
22	504 - Airport	Advancement	Supervisor Accounting-	Supervisor Accounting-	\$	77,328	\$ 87,846	\$ 10,518	\$	10,287	1/9/2022	Dedicated Funding
23	118 - SBP	Advancement	Operating Budget Manager	Operating Budget Manager	\$	104,711	\$ 114,542	\$ 9,831	\$	9,616	1/9/2022	Dedicated Funding
24	118 - SBP	Advancement	Director Strategic Planning-	Director Strategic Planning-	\$	102,539	\$ 113,053	\$ 10,514	\$	10,284	1/9/2022	Dedicated Funding
25	327 - Clerk	Advancement	Coord Committee	Coord Committee	\$	61,777	\$ 64,033	\$ 2,256	\$	2,207	1/9/2022	Dedicated Funding
26	327 - Clerk	Advancement	Coord Committee	Coord Committee	\$	59,522	\$ 61,777	\$ 2,255	\$	2,206	1/9/2022	Dedicated Funding
27	327 - Clerk	Advancement	Coord Committee	Coord Committee	\$	59,522	\$ 61,777	\$ 2,255	\$	2,206	1/9/2022	Dedicated Funding
28	327 - Clerk	Advancement	Deputy Cty Clerk	Deputy Cty Clerk	\$	77,983	\$ 89,870	\$ 11,887	\$	11,626	1/9/2022	Dedicated Funding
29	327 - Clerk	Advancement	Manager Legislative Srvs Div-	Manager Legislative Srvs Div-	\$	83,747	\$ 85,422	\$ 1,675	\$	1,638	1/9/2022	Dedicated Funding
30	118 - SBP	Advancement	Dir Grants & Special Proj	Dir Grants & Special Proj	\$	117,925	\$ 127,920	\$ 9,995	\$	9,776	1/9/2022	Dedicated Funding

The department has identified a funding source and the action has been approved under Administrative Procedure 03.07 - Position Change Requests. The fiscal effect includes salary and social security costs. Fringe benefit costs and potential revenue offsets are not included.

Joe Lamers
Director of Performance, Strategy, and Budget

Date

December 22, 2021

## Appointments at an Advanced Step of the Pay Range

## Personnel Committee Report

						Jan-22					
						_		AD -1-1/Ch11 h			
111551	2545041	250155702	CURRENT OF ACCUSION TO A			I DECLIERTED LIQUELY DATE			rder denotes rates of incu		
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION	
					01	\$14.86	\$30,909				
					02	\$15.39	\$32,011				
					03	\$15.91	\$33,093				
				000	04	\$16.44	\$34,195	_	44/45/2024	Training and experience exceed the minimum	
1	New Hire	Register of Deeds	Clerk Records	03P	05	\$16.96	\$35,277	7	11/15/2021	qualifications for this position.	
					06	\$17.49	\$36,379				
					07	\$18.01	\$37,461				
					08 09	\$18.54	\$38,563				
					09	\$19.06 \$18.12	\$39,645 \$37,690				
					01						
2	Na Hina	Fleet	Assistant Parts	13	03	\$18.69 \$19.26	\$38,875 \$40,061	4	11/15/2021	Training and experience exceed the minimus	
2	New Hire	Fleet	Assistant Parts	13		\$19.26		4	11/15/2021	qualifications for this position.	
					04 05	\$19.81	\$41,205 \$42,286				
						\$20.33	\$42,286				
3	New Hire	Parks	Parks Artist NM	13Z2	01 02	\$19.29	\$40,123	3	11/15/2021	Training and experience exceed the minimus	
5	New nire	Paiks	Parks Artist Nivi	1322	03	\$19.81	\$41,205	3	11/15/2021	qualifications for this position.	
					03	\$20.33	\$60,632				
					02	\$29.53	\$61,422				
4	New Hire	OEM	Covid 10 Data Applytics Coordinator	28M	03	\$30.93	\$64,334	4	11/15/2021	Training and experience exceed the minimum	
4	New nire	OEIVI	Covid 19 Data Analytics Coordinator	20101		\$30.93	, ,	4	11/15/2021	qualifications for this position.	
					04 05		\$67,205				
					05	\$33.86 \$14.86	\$70,429 \$30,909				
					02	\$14.86	\$30,909				
					03	\$15.39	\$32,011				
					04						
5	Now Hiro	Courts	Clerk Cash	03P	05	\$16.44 \$16.96	\$34,195	4	11/29/2021	Training and experience exceed the minimum	
5	New Hire	Courts	CIETK CASTI	USP		\$16.96	\$35,277	4	11/29/2021	qualifications for this position.	
					06 07	\$17.49	\$36,379				
					08	\$18.54	\$37,461 \$38,563				
					09	\$19.06	\$39,645				
					09	\$19.06	\$39,643				
					02	\$14.86	\$30,909				
					03	\$15.39	\$33,093				
					03	\$15.91	\$34,195				
6	New Hire	ROD	Clerk Vital Records	03P	05	\$16.96	\$35,277	7	11/29/2021	Training and experience exceed the minimu	
O	New Hire	KOD	CIEIR VIIdi Recolus	USF	06	\$10.96	\$35,277	,	11/29/2021	qualifications for this position.	
					07	\$17.49	\$30,379				
					08	\$18.54	\$38,563				
					09	\$19.06	\$39,645				
						\$19.06					
					01 02	\$14.86	\$30,909 \$32,011				
					03	\$15.39	\$32,011				
					04	\$15.91	\$33,093				
7	New Hire	Courts	Clerk Cash	03P	05	\$16.44	\$34,195	4	11/29/2021	Training and experience exceed the minimu	
/	New file	Courts	CIEIR Casii	USF	06	\$16.96	\$35,277	4	11/23/2021	qualifications for this position.	
					06	\$17.49					
					08	\$18.01	\$37,461 \$38,563				
					08						
			I	I	na na	\$19.06	\$39,645		1	1	

## Appointments at an Advanced Step of the Pay Range

## Personnel Committee Report

Jan-22

								^Bold/Shaded boa	rder denotes rates of incur	nbents
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
					01	\$15.06	\$31,325			
					02	\$15.39	\$32,011			
					03	\$15.92	\$33,114			
					04	\$16.44	\$34,195			l
8	New Hire	DA	Clerk Asst 1 NM	03Z1	05	\$16.96	\$35,277	4	11/29/2021	Training and experience exceed the minimum
					06	\$17.49	\$36,379			qualifications for this position.
					07	\$18.01	\$37,461			
					08	\$18.54	\$38,563			
					08 09	\$19.06	\$39,645			
					01	\$15.06	\$31,325			
					02	\$15.39	\$32,011			
					03	\$15.92	\$33,114			
					04	\$16.44	\$34,195			l <b></b>
9	New Hire	DA	Clerk Asst 1 NM	03Z1	05	\$16.96	\$35,277	4	11/29/2021	Training and experience exceed the minimum
					06	\$17.49	\$36,379			qualifications for this position.
					07	\$18.01	\$37,461			
					08	\$18.54	\$38,563			
					09	\$19.06	\$39,645			
					01	\$15.88	\$33,030			
					02	\$16.44	\$34,195			
					03	\$17.00	\$35,360			
					04	\$17.56	\$36,525			
10	New Hire	Child Support	Child Supp Asst	04P	05	\$18.12	\$37,690	2	11/29/2021	Training and experience exceed the minimun
					06	\$18.68	\$38,854		, , , ,	qualifications for this position.
					07	\$19.24	\$40,019			
					08	\$19.80	\$41,184			
					09	\$20.36	\$42,349			
					01	\$19.29	\$40,123			
					02	\$19.81	\$41,205			
					03	\$20.33	\$42,286			
11	New Hire	DHHS	Housing Prog Asst Rent Asst NM	16Z3	04	\$20.96	\$43,597	2	11/29/2021	Training and experience exceed the minimun
		25			05	\$21.55	\$44,824	_		qualifications for this position.
						\$22.17	\$46,114			
					06 07	\$23.03	\$47,902			
					01	\$22.58	\$46,966			
					02	\$23.48	\$48,838			
12	New Hire	HR	Analyst Retirement	21M	03	\$24.44	\$50,835	2	11/29/2021	Training and experience exceed the minimun
			,		04	\$25.24	\$52,499	=	,,	qualifications for this position.
				1	05	\$26.07	\$54,226			
					01	\$40.32	\$83,866			
				1	02	\$42.17	\$87,714			
13	New Hire	MCDOT	Transportation Program Planning Manager	36M	03	\$44.00	\$91,520	3	11/29/2021	Training and experience exceed the minimun
10	14044 11110	1.1.001		30141	04	\$45.85	\$95,368	J	11,23,2021	qualifications for this position.
					05	\$47.71	\$99,237			
	ı		I	I	03	γ4/./1	753,257		I	I

## Appointments at an Advanced Step of the Pay Range

## Personnel Committee Report

						Jan-22				
			T		T	1		•	rder denotes rates of incu	
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
					01	\$14.86	\$30,909			
					02	\$15.39	\$32,011			
					03	\$15.91	\$33,093			
	l l				04	\$16.44	\$34,195	_		Training and experience exceed the minimum
14	New Hire	ROD	Clerk Vital Records	03P	05	\$16.96	\$35,277	7	12/13/2021	qualifications for this position.
					06	\$17.49	\$36,379			
					07	\$18.01	\$37,461			
					08	\$18.54	\$38,563			
					09	\$19.06	\$39,645			
					01	\$15.06	\$31,325			
					02	\$15.39	\$32,011			
					03	\$15.92	\$33,114			
4-	l l			0074	04	\$16.44	\$34,195		40/40/0004	Training and experience exceed the minimum
15	New Hire	Courts	Clerical Asst 1 NM	03Z1	05	\$16.96	\$35,277	4	12/13/2021	qualifications for this position.
					06	\$17.49	\$36,379			
					07	\$18.01	\$37,461			
					08 09	\$18.54	\$38,563			
						\$19.06	\$39,645			
					01	\$15.88 \$16.44	\$33,030			
					02 03	\$16.44	\$34,195 \$35,360			
					03	\$17.56				
16	Now Hiro	Child Support	Child Supp Acct	04P	05	-	\$36,525 \$37,690	2	12/13/2021	Training and experience exceed the minimum
10	New Hire	Child Support	Child Supp Asst	049	06	\$18.12 \$18.68	\$37,690	Z	12/13/2021	qualifications for this position.
					06	\$18.08	\$40,019		ı	
					08	\$19.80	\$40,019			
					09	\$20.36	\$41,164			
					01	\$15.97	\$33,218			
					02	\$16.44	\$33,216			
					03	\$17.00	\$35,360			
					04	\$17.56	\$36,525			
17	New Hire	DHHS	Clerical Asst 2 NM	04Z1	05	\$17.50	\$37,690	5	12/13/2021	Training and experience exceed the minimum
17	14CW TITE	511113	CICITCAL ASSEZ INVI	0421	06	\$18.68	\$38,854	3	12/13/2021	qualifications for this position.
					07	\$19.24	\$40,019			
					08	\$19.80	\$41,184			
					09	\$20.36	\$42,349			
					01	\$17.10	\$35,568			
					02	\$17.71	\$36,837			
					03	\$18.31	\$38,085			
					04	\$18.92	\$39,354			
18	New Hire	Courts	Specialist Clerical Courts	05P	05	\$19.52	\$40,602	3	12/13/2021	Training and experience exceed the minimum
-					06	\$20.12	\$41,850	-	, -, -	qualifications for this position.
					07	\$20.73	\$43,118			
					08	\$21.33	\$44,366			
					09	\$21.93	\$45,614			
					01	\$15.78	\$32,822			İ
						\$16.26	\$33,821			
19	New Hire	Zoo	EVS Worker	7	02 03	\$16.67	\$34,674	2	12/13/2021	Training and experience exceed the minimum
					04	\$17.10	\$35,568			qualifications for this position.
					05	\$17.58	\$36,566			

Appointments at an Advanced Step of the Pay Range														
	Personnel Committee Report													
Jan-22														
								^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				
					01	\$17.10	\$35,568	6 0 4 5	12/13/2021					
		Sheriff	Stores Clerk 1		02	\$17.58	\$36,566			Training and experience exceed the minimum				
20	New Hire			11	03	\$18.12	\$37,690			qualifications for this position.				
					04	\$18.69	\$38,875			qualifications for this position.				
					05	\$19.26	\$40,061			<u> </u>				
	New Hire	Highway	Dispatch Clerk	11	01	\$17.10	\$35,568	5	12/13/2021					
					02	\$17.58	\$36,566			Training and experience exceed the minimum				
21					03	\$18.12	\$37,690			qualifications for this position.				
					04	\$18.69	\$38,875			qualifications for this position.				
					05	\$19.26	\$40,061							
		Highway	Highway Mtce Wkr 2	17H	01	\$21.46	\$44,637		12/13/2021					
					02	\$22.08	\$45,926			Training and experience exceed the minimum				
22	New Hire				03	\$22.94	\$47,715			qualifications for this position.				
					04	\$23.86	\$49,629			qualifications for this position.				
					05	\$24.84	\$51,667							
					01	\$26.93	\$56,014							
					02	\$27.89	\$58,011	2		Training and experience exceed the minimum				
23	New Hire	Comptroller	Analyst Research Compt	26M	03	\$29.15	\$60,632		12/13/2021	qualifications for this position.				
					04	\$29.53	\$61,422			quantitations for this position.				
				1	05	\$30.93	\$64,334							

# REVISONS TO Executive Compensation Plan (ECP) REPORT Personnel Committee Meeting January 2022

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

# Dual Employments Personnel Committee Meeting January 2022

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

## Emergency Appointment Report Personnel Committee Meeting January 2022

Dept	<b>Last Name</b>	First Name	<b>Title Description</b>	Class	Status	<b>Emergency Appt Date</b>	<b>AppType</b>	Pay Range

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

## Temporary Appointment Report Personnel Committee Meeting January 2022

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	York, Reginald155991-155991	5110 Patrol Section 1	Highway Mtce Wkr 2				11/3/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Bonner, Beonca156024-156024	5160 Patrol Section 3	Highway Mtce Wkr 2				12/13/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Turner, Darrell154962-154962	5160 Patrol Section 3	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	Robinson, Hana156017-156017	5120 Patrl Section 2	Highway Mtce Wkr 2				11/29/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Tilque, Brett149628-149628	5160 Patrol Section 3	Highway Mtce Wkr 2				12/13/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Martinek, Anthony154967-154967	5160 Patrol Section 3	Highway Mtce Wkr 2				11/15/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	McKay, Dwayne145809-145809	5120 Patrl Section 2	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	Luckett, Terrell156023-156023	5120 Patrl Section 2	Highway Mtce Wkr 2				11/29/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5140 Patrol Section 4	Brandt, Charles152027-152027	5140 Patrol Section 4	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	Carter, Kenneth134123-134123	5110 Patrol Section 1	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Aikens, Maurice156022-156022	5160 Patrol Section 3	Highway Mtce Wkr 2				11/29/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5140 Patrol Section 4	Griffin, Kennis156020-156020	5140 Patrol Section 4	Highway Mtce Wkr 2				11/29/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5140 Patrol Section 4	Sitarz, Clayton149623-149623	5140 Patrol Section 4	Highway Mtce Wkr 2				12/13/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	McKay, Nathan144185-144185	5110 Patrol Section 1	Highway Mtce Wkr 2				11/15/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	Simmons, Tyrone141653-141653	5110 Patrol Section 1	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	Lewis, Donnell156064-156064	5110 Patrol Section 1	Highway Mtce Wkr 2				12/27/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5140 Patrol Section 4	Nation, Shantrice156037-156037	5140 Patrol Section 4	Highway Mtce Wkr 2				12/13/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	Coleman, Kimberly149615-149615	5120 Patrl Section 2	Highway Mtce Wkr 2				11/1/2021	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	McKay, Marvin155006-155006	5120 Patrl Section 2	Highway Mtce Wkr 2				11/1/2021	Temporary Appt

## Temporary Assignment to a Higher Classification (TAHC) Report Personnel Committee Meeting January 2022

<u>Dept</u>	Last Name	First Name	Current Job Description	Old Pay Range	New Pay Range	TAHC Job Description	TAHC Date Begin	Extended / New End Date	TAHC Date End	Reason
Parks	Aguirre	Antonio	Park Worker 3 Seas	5108	13z3	Parks Maintenance Worker Nm	11/29/2021		3/1/2022	Daryl Janicek
Parks	Berg	Anthony	Parks Maintenance Worker NM	13z3	18z	Park Maint Wrkr 2 lc	10/4/2021		1/4/2022	Samuel Kurschner
Parks	Brister	Rosha	Admin Sec Graphic Designer	23m	32m	Engagement Mgr	10/12/2021		1/12/2022	Lindsay Frost
Parks	Burany	Stephen	Park Worker 3 Seas	3	1	Parks Maintence Worker	11/14/2021		2/14/2022	Bruce Crump
DAS	Carr	Keyshawn	Business Analyst	29	28D	Business Development Analyst	11/14/2021		2/14/2022	Mike Moser
CEX	Caudill	Kyle	Specialist Constituent Services	18m	901e	Director Legislative Affairs	10/1/2021		12/30/2021	Kelly McKone
CEX	Caudill	Kyle	Specialist Constituent Services	18m	901e	Director of Legislative Affairs	10/1/2021		12/30/2021	Kelly McKone
Airport	Cieszynski	Blake	Shift Captain	19b	29fm	Assistant Fire Chief	12/6/2021		3/6/2022	Brian Tonnancour
HHS	Collins	Gerry	Youth Correctional Officer	14z1	28m	Supervisor Juvenile Correctional Officer	7/12/2021	10-Oct	1/7/2022	Gregory James
BHD	Dewey	Shannon	Administrative Coordinator	P010	M012	Manager, Case Management/UR	10/24/2021		1/15/2022	Nanette Hillert
Zoo	Duncan	Andie	heritage Farm Attd. Seas	5119	15	Zookeeper	12/13/2021		1/8/2022	Lisa Prado
Sheriff	Franke	Jeremy	Deputy Sheriff Sgt	22b	24m	Deputy Sheriff Lt	11/6/2021		2/3/2022	James Novtny
Parks	Hankins	Daniel	park Worker 3 Seas	5108	13z3	Park Maintenace Worker Nm	10/4/2021		1/4/2022	Anthony Berg
Airport	Hourihan	Sarah	Airport Mtc Worker	22oe	26m	Assistant Airport Mtc Supervisor	12/13/2021		3/13/2022	Michael Karolewicz
HOC	Kropidlowski	Adam	Maintenance Worker	16DC	23DC	Facilities Mtc Wkr LPL	11/16/2020	2/16/2021		Joshua McNali
Parks	Kuerschner	Samuel	Park Maint Wrkr 2 lc	18z	22m	Park Unit Coord 1	10/4/2021		1/4/2022	Andrew Krueger
Parks	Lawson	Willie	Park Worker 3 seas	5108	13z3	Park Maintenace Worker Nm	9/27/2021		12/27/2021	Craig Walker
BHD	Lorenz	Amy	Deputy Administrator Community	e005	e006	Chief Operations officer bhd	8/26/2021	26-Nov	2/26/2022	Jennifer Bergersen
Parks	Marquardt	Benjamin	Parks Maintenance Worker	13z3-dc	18z-dc	Park Maint Wrkr 2 IC	11/22/2021		2/22/2022	Randall Streubel
BHD	Marx	Christen	RN Risk Management	p012	m012	Manager Quality Improvement	12/13/2021		3/13/2022	Demetrius Anderson
Zoo	Mason	Michelle	Heritage Farm Attd	09z1	15	Zookeeper	12/5/2021		1/31/2022	Kattie Reimers
Zoo	Mattson	Benjamin	Manager Maintenance Zoo	31m	917e	Director Grounds and Maintenance	11/4/2021		2/4/2022	John Westrich
DOT	McDonnell	Ryan	Asst Hiway Mtce Supv	26m	28m	Highway Maintenance Supervisor	10/18/2021		1/16/2022	Beth Liban
Sheriff	Morgan	Lavalle	Dep Sheriff 1	17bz	22b	Dep Sheriff Sgt	11/10/2021		2/7/2022	Todd Dickau
DOT	Nemitz	Craig	DOT Mechanic	22	25	Lead mechanic PT	11/1/2021		1/30/2022	Vacant
	Novotny	James	Deputy Sheriff Lt	34m	916e	Sheriffs Dept Captain	11/6/2021		2/3/2022	Mark Witek

## Temporary Assignment to a Higher Classification (TAHC) Report Personnel Committee Meeting January 2022

<u>Dept</u>	Last Name	First Name	Current Job Description	Old Pay Range	New Pay Range	TAHC Job Description	TAHC Date Begin	Extended / New End Date	TAHC Date End	Reason
Parks	Orlowski	Jeffrey	Asst Chief of Rec/Business Op	916E	902E	Director Operation Rec Parks	10/3/2021		1/3/2022	James Tarantino
Parks	Orlowski	Jeffrey	Asst Chief of Rec/Business Op	916E	902E	Director Operation Rec Parks	10/3/2021		1/3/2022	James Tarantino
Sheriff	Paar	Steven	Deputy Sheriff	17bz	22b	Deputy Sheriff Sgt	11/6/2021		2/3/2022	Jeremy Franke
DaS	Pecard	Richard	painter Supervisor	5406	916e	Mechanical Services Manager	11/15/2021		2/12/2022	mark Metzke
HHS	Pethke	Kelly	Deputy Administrator	36m	902e	Administrator Delinquency Courts	12/13/2021		3/12/2022	Mark Mertens
DOT	Pfeifer	Gregory	DOT Mechanic	22	25	Lead Mechanic PT	11/1/2021		1/30/2022	Unfilled position
Sheriff	Quantrell	Giovonni	Correctional Officer	14z1	23cm	Correctional Officer Lieutenant	10/23/2021		1/20/2022	William Whitinger
HHS	Samarzia	Istania	Human Services Wkr-Juv Justice	16z4	16z5	QA Specialist	12/13/2021		3/12/2022	Danique Seymour
DAS	Sayaovong	Kongmeng	Carpenter	5402	5403	Carpenter Supervisor	10/17/2021		1/14/2022	Nicholas Kubiszewski
Zoo	Schickel	Calvin	Zoo Worker Seas	5118	20	Visitor Specialist Services Lead	10/13/2021		1/13/2022	Jacob Nilsen
НОС	Schultz	Steven	Graphic Services Coordinator	21m	24m	Graphics Supervisor	10/3/2021		1/22/2022	
HHS	Seymour	Danique	QA Specialist	16z5	33m	Project Manager	12/13/2021		3/12/2022	Vacant
Parks	Sheteron	Joshua	Park Maint Wrkr 2 lc	18z	22m	Park Unit Coord 1	9/27/2021		12/27/2021	Roberto Ayala
Parks	Sheteron	Joshua	Park Maint Wrkr 2 lc	18z	22m	Park Unit Coord 1	9/27/2021		12/27/2021	Roberto Ayala
Parks	Stachowiak	Mason	Park Worker 3 Seas	5108	13z3	Park Maintenance Worker Nm	11/22/2021		2/22/2022	Benjamin Marquardt
Sheriff	Stevens	Michael	Corr Offcr Lt	23cm	916e	Correction Manager	12/2/2021		1/5/2022	Michael Hannah
Parks	Suda	John	Park Worker 3 Seas	3	13z3-dc	Parks Maintenacne Worker	11/14/2021		2/14/2022	Stephen Burany
Airport	Urbaniak	Brandon	Airport Mtce Worker Nm	22oe	26m	Asst Airpt Maint Supv	11/23/2021		2/21/2022	Michael Karolewicz
Airport	Vullings	Michael	Fire Equipment Operator	17b	19b	Shift Captain	12/6/2021		3/6/2022	Blake Cieszynski
DAS	Wade	Charles	Climate Control Lead	5401	5423	Steamfitter Supervisor	12/13/2021		3/12/2022	Donald Murphy
Parks	Walker	Craig	Parks Maintenance Worker NM	13z3	18z	Park Maint Wrkr 2 lc	9/27/2021		12/27/2021	Joshua Sheteron
Parks	Walker	Craig	Parks Maintenance Worker NM	13z3	18z	Park Maint Wrkr 2 lc	9/27/2021		12/27/2021	Joshua Sheteron
Parks	Wallace	Andrea	Clubhouse Concessions Mgr	915e	916e	Asst Chief of Rec/Business Op	11/29/2021		3/1/2022	Jeffrey Orlowski
BHD	Washington	Dairionne	Assistant Office	A012	A018	Assistant Executive BHD	7/27/2021	28-Oct	1/25/2022	Kiara Abram
ннѕ	Xiong	David	Quality Specialist DHHS	16z5	27	Contract Serv Coord	10/15/2021		1/12/2022	Natalie Queen



## Milwaukee County Board of Supervisors

Date: December 30, 2021

To: Dean Legler, Compensation Director
Department of Human Resources

Re: Objection to MCO 17.05 AND 17.055

Dear Director Legler,

This objection to the report submitted on December 30, 2021, is made within the specified seven-day time period in order to preserve the ability of Supervisors to consider items at later committee or Board meetings.

This file is the report submitted by Human Resources, Director of Compensation, for the January Personnel Committee.

From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification.

The Supervisor reserves the right to withdraw the objection to some or all of the items in the report.

Sincerely,

Eddie Cullen

Chairman, Committee on Personnel

Eddie Culler

**Supervisory District 15** 

CC: Margo Franklin, Director, Human Resources

Shanin Brown, Personnel Committee Coordinator

Margaret Daun, Milwaukee County Corporation Counsel