



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: February 18, 2022
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)

File Type: Informational Report

REQUEST

HR is providing an informational report for the March 2022 Personnel Committee Meeting, Reference File 22-9. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Table with 2 columns: Statute/Ordinance and Reference. Rows include Wisconsin State Statutes (63.05 (3), 63.07) and Milwaukee County Code of General Ordinances (17.05 (2), 17.10, 17.09, 17.23, 17.08, 17.085, 17.265).

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.

Table with 2 columns: Field and Value. Rows include Related File No's (22-9, 22-127, 22-138) and Previous Action Date(s) (1/18/22).

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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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 February 14, 2022)

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

**Personnel Committee Meeting
Compensation Report
March 2022**

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	OEM	Reclassification	Gis Specialist-	Lead GIS Coordinator	1	25	01	\$ 55,099.20	31M	01	\$ 67,204.80	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	8.68%
							02	\$ 57,137.60		02	\$ 70,428.80				
							03	\$ 59,155.20		03	\$ 73,611.20				
							04	\$ 61,838.40		04	\$ 76,835.20				
							05	\$ 64,521.60		05	\$ 80,017.60				
2	DHHS	Reclassification	Executive Assistant Aging NM	Assistant Executive-	1	06Z1	01	\$49,920.00	25M	01	\$ 54,038.40	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	8.25%
							02	\$ 56,014.40		02	\$ 56,014.40				
							03	\$ 58,011.20		03	\$ 58,011.20				
							04	\$ 60,632.00		04	\$ 60,632.00				
							05	\$ 61,422.40		05	\$ 61,422.40				
3	ROD	Reclassification	Clerk Document Imaging-	Real Estate Specialist	1	05P	01	\$ 35,568.00	07P	01	\$ 42,140.80	Classified	Reclassing position to align job title with job duties and responsibilities	1/9/22	7.08%
							02	\$ 36,836.80		02	\$ 43,638.40				
							03	\$ 38,084.80		03	\$ 45,136.00				
							04	\$ 39,353.60		04	\$ 46,612.80				
							05	\$ 40,601.60		05	\$ 48,110.40				
							06	\$ 41,849.60		06	\$ 49,587.20				
							07	\$ 43,118.40		07	\$ 51,084.80				
							08	\$ 44,366.40		08	\$ 52,561.60				
							09	\$ 45,614.40		09	\$ 54,059.20				
							10	\$ 46,862.40		10	\$ 55,556.80				
4	Parks	Increase within Salary Grade	Area of Concern Prog Supv	Area of Concern Prog Supv	1	29	01	\$ 61,401.60	29	01	\$ 61,401.60	Classified	Equity issues being addressed.	1/9/22	9.42%
							02	\$ 64,334.40		02	\$ 64,334.40				
							03	\$ 67,184.00		03	\$ 67,184.00				
							04	\$ 70,428.80		04	\$ 70,428.80				
							05	\$ 73,590.40		05	\$ 73,590.40				
5	DHHS	Increase within Salary Grade	Human Ser Wrk Nm	Human Ser Wrk Nm	1	16Z4	01	\$ 43,326.40	16Z4	01	\$ 43,326.40	Classified	Equity issues being addressed.	1/23/22	2.88%
							02	\$ 43,596.80		02	\$ 43,596.80				
							03	\$ 44,824.00		03	\$ 44,824.00				
							04	\$ 46,113.60		04	\$ 46,113.60				
							05	\$ 47,902.40		05	\$ 47,902.40				
							06	\$ 49,816.00		06	\$ 49,816.00				
							07	\$ 51,854.40		07	\$ 51,854.40				
							08	\$ 53,539.20		08	\$ 53,539.20				
							09	\$ 55,307.20		09	\$ 55,307.20				
							10	\$ 57,387.20		10	\$ 57,387.20				
							11	\$ 58,468.80		11	\$ 58,468.80				
							12	\$ 59,508.80		12	\$ 59,508.80				
							6	M.E.		Increase within Salary Grade	Dep Chief Medical Examiner				
Mid	\$ 238,420.68	Mid	\$ 238,420.68												
Max	\$ 287,568.69	Max	\$ 287,568.69												
	\$240,512		\$260,512												

**Personnel Committee Meeting
Compensation Report
March 2022**

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						
7	M.E.	Increase within Salary Grade	Dep Chief Medical Examiner	Dep Chief Medical Examiner	1	905E	Min	\$ 189,272.66	905E	Min	\$ 189,272.66	Unclassified	Equity issues being addressed.	3/6/22	10.72%
							Mid	\$ 238,420.68		Mid	\$ 238,420.68				
							Max	\$ 287,568.69		Max	\$ 287,568.69				
							\$233,247			\$258,247					
8	M.E.	Increase within Salary Grade	Med Examiner	Med Examiner	1	905E	Min	\$ 189,272.66	905E	Min	\$ 189,272.66	Unclassified	Equity issues being addressed.	3/6/22	7.62%
							Mid	\$ 238,420.68		Mid	\$ 238,420.68				
							Max	\$ 287,568.69		Max	\$ 287,568.69				
							\$262,392			\$282,392					
9	M.E.	Increase within Salary Grade	Asst Medical Examiner	Asst Medical Examiner	1	905E	Min	\$ 189,272.66	905E	Min	\$ 189,272.66	Unclassified	Equity issues being addressed.	3/6/22	1.02%
							Mid	\$ 238,420.68		Mid	\$ 238,420.68				
							Max	\$ 287,568.69		Max	\$ 287,568.69				
							\$210,319			\$250,319					
10	M.E.	Increase within Salary Grade	Asst Medical Examiner	Asst Medical Examiner	1	905E	Min	\$ 189,272.66	905E	Min	\$ 189,272.66	Unclassified	Equity issues being addressed.	3/6/22	20.75%
							Mid	\$ 238,420.68		Mid	\$ 238,420.68				
							Max	\$ 287,568.69		Max	\$ 287,568.69				
							\$207,211			\$250,211					

Mar 2022 Monthly Position Change Fiscal Effect Form

Item #	Agency	Type	Old Title	New Title	Sal / SS	Sal / SS	Sal / SS	2022	Effective Date	Funding Source
					Current	New	Variance	Variance		
1	480 - OEM	Reclassification	Gis Specialist-	Lead GIS Coordinator	\$ 67,882	\$ 73,774	\$ 3,003	\$ 2,937	1/9/2022	Dedicated Funding
2	800 - DHHS	Reclassification	Executive Assistant Aging Nm	Assistant Executive-	\$ 54,808	\$ 59,315	\$ 3,149	\$ 3,080	1/9/2022	Dedicated Funding
3	340 - ROD	Reclassification	Clerk Document Imaging-	Real Estate Specialist	\$ 43,189	\$ 46,272	\$ 3,990	\$ 3,903	1/9/2022	Dedicated Funding
4	900 - Parks	Advancement	Area Of Concern Program Superv	Area Of Concern Program Superv	\$ 67,417	\$ 73,766	\$ 3,551	\$ 3,473	1/9/2022	Dedicated Funding
5	800 - DHHS	Advancement	Human Ser Wkr NM	Human Ser Wkr NM	\$ 49,205	\$ 50,629	\$ 3,350	\$ 3,148	1/23/2022	Dedicated Funding
6	490 - ME	Advancement	Dep Chief Medical Examiner	Dep Chief Medical Examiner	\$ 258,911	\$ 280,441	\$ 1,972	\$ 1,626	3/6/2022	Dedicated Funding
7	490 - ME	Advancement	Dep Chief Medical Examiner	Dep Chief Medical Examiner	\$ 251,090	\$ 278,002	\$ 2,808	\$ 2,316	3/6/2022	Dedicated Funding
8	490 - ME	Advancement	Med Examiner	Med Examiner	\$ 282,465	\$ 303,995	\$ 2,808	\$ 2,316	3/6/2022	Dedicated Funding
9	490 - ME	Advancement	Asst Medical Examiner	Asst Medical Examiner	\$ 226,409	\$ 269,469	\$ 43,060	\$ 35,510	3/6/2022	Dedicated Funding
10	490 - ME	Advancement	Asst Medical Examiner	Asst Medical Examiner	\$ 223,063	\$ 269,352	\$ 46,289	\$ 38,173	3/6/2022	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
 Feb 17, 2022

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-22

^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
1	New Hire	Sheriff	Adm Asst	06P	01	\$18.55	\$38,584	7	12/27/2001	Training and experience exceed the minimum qualifications for this position.	
					02	\$19.21	\$39,957				
					03	\$19.86	\$41,309				
					04	\$20.52	\$42,682				
					05	\$21.17	\$44,034				
					06	\$21.83	\$45,406				
					07	\$22.48	\$46,758				
					08	\$23.14	\$48,131				
					09	\$23.79	\$49,483				
2	New Hire	Sheriff	Public Safety Officer	07Z1	01	\$16.04	\$33,363	2	12/27/2021	Training and experience exceed the minimum qualifications for this position.	
					02	\$16.07	\$33,426				
					03	\$16.58	\$34,486				
					04	\$16.98	\$35,318				
					05	\$17.40	\$36,192				
					06	\$17.86	\$37,149				
3	New Hire	DHHS	Human Ser Wkr Nm	16Z4	01	\$20.83	\$43,326	7	12/27/2021	Training and experience exceed the minimum qualifications for this position.	
					02	\$20.96	\$43,597				
					03	\$21.55	\$44,824				
					04	\$22.17	\$46,114				
					05	\$23.03	\$47,902				
					06	\$23.95	\$49,816				
					07	\$24.93	\$51,854				
					08	\$25.74	\$53,539				
					09	\$26.59	\$55,307				
					10	\$27.59	\$57,387				
					11	\$28.11	\$58,469				
					12	\$28.61	\$59,509				
4	New Hire	DAS	Manager Energy Program	32M	01	\$33.86	\$70,429	2	12/27/2021	Training and experience exceed the minimum qualifications for this position.	
					02	\$35.39	\$73,611				
					03	\$36.94	\$76,835				
					04	\$38.47	\$80,018				
					05	\$40.32	\$83,866				
5	New Hire	Courts	Sr. Assistant Clerical	04P	01	\$15.88	\$33,030	4	1/10/2022	Training and experience exceed the minimum qualifications for this position.	
					02	\$16.44	\$34,195				
					03	\$17.00	\$35,360				
					04	\$17.56	\$36,525				
					05	\$18.12	\$37,690				
					06	\$18.68	\$38,854				
					07	\$19.24	\$40,019				
					08	\$19.80	\$41,184				
					09	\$20.36	\$42,349				
6	New Hire	Courts	Sr. Assistant Clerical	04P	01	\$15.88	\$33,030	4	1/10/2022	Training and experience exceed the minimum qualifications for this position.	
					02	\$16.44	\$34,195				
					03	\$17.00	\$35,360				
					04	\$17.56	\$36,525				
					05	\$18.12	\$37,690				
					06	\$18.68	\$38,854				
					07	\$19.24	\$40,019				
					08	\$19.80	\$41,184				
					09	\$20.36	\$42,349				

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-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
7	New Hire	Zoo	Zookeeper	15	01	\$19.26	\$40,061	1	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.81	\$41,205			
					03	\$20.33	\$42,286			
					04	\$20.96	\$43,597			
					05	\$21.55	\$44,824			
8	New Hire	OEM	Dispatcher	16Z	01	\$18.12	\$37,690	2	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.69	\$38,875			
					03	\$19.26	\$40,061			
					04	\$19.81	\$41,205			
					05	\$20.33	\$42,286			
					06	\$20.96	\$43,597			
					07	\$21.55	\$44,824			
9	New Hire	DHHS	Housing Prog Asst Rent Asst Nm	16Z3	01	\$19.29	\$40,123	5	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.81	\$41,205			
					03	\$20.33	\$42,286			
					04	\$20.96	\$43,597			
					05	\$21.55	\$44,824			
					06	\$22.17	\$46,114			
					07	\$23.03	\$47,902			
10	New Hire	DHHS	Human Ser Wkr Nm	16Z4	01	\$20.83	\$43,326	10	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$20.96	\$43,597			
					03	\$21.55	\$44,824			
					04	\$22.17	\$46,114			
					05	\$23.03	\$47,902			
					06	\$23.95	\$49,816			
					07	\$24.93	\$51,854			
					08	\$25.74	\$53,539			
					09	\$26.59	\$55,307			
					10	\$27.59	\$57,387			
					11	\$28.11	\$58,469			
					12	\$28.61	\$59,509			
					11	New Hire	DHHS			
2	\$20.96	\$43,597								
3	\$21.55	\$44,824								
4	\$22.17	\$46,114								
5	\$23.03	\$47,902								
6	\$23.95	\$49,816								
7	\$24.93	\$51,854								
8	\$25.74	\$53,539								
9	\$26.59	\$55,307								
10	\$27.59	\$57,387								
11	\$28.11	\$58,469								
12	\$28.61	\$59,509								

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-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
12	New Hire	DHHS	Human Ser Wkr Nm	16Z4	1	\$20.83	\$43,326	7	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					2	\$20.96	\$43,597			
					3	\$21.55	\$44,824			
					4	\$22.17	\$46,114			
					5	\$23.03	\$47,902			
					6	\$23.95	\$49,816			
					7	\$24.93	\$51,854			
					8	\$25.74	\$53,539			
					9	\$26.59	\$55,307			
					10	\$27.59	\$57,387			
					11	\$28.11	\$58,469			
					12	\$28.61	\$59,509			
13	New Hire	Parks	Park Maint Wkr 2 IC	18Z	01	\$21.53	\$44,782	5	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$22.11	\$45,989			
					03	\$22.66	\$47,133			
					04	\$23.24	\$48,339			
					05	\$24.04	\$50,003			
14	New Hire	County EX	Sr. Constituent Svc Specialist	28M	01	\$29.15	\$60,632	2	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$29.53	\$61,422			
					03	\$30.93	\$64,334			
					04	\$32.31	\$67,205			
					05	\$33.86	\$70,429			
15	New Hire	Comptroller	Analyst Business Systems	29M	01	\$29.53	\$61,422	3	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$30.93	\$64,334			
					03	\$32.31	\$67,205			
					04	\$33.86	\$70,429			
					05	\$35.39	\$73,611			
16	New Hire	DAS	Assoc Manager Proj Econ Dev Nm	30Z2	01	\$15.88	\$33,030	2	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$16.44	\$34,195			
					03	\$17.00	\$35,360			
					04	\$17.56	\$36,525			
17	New Hire	DAS	Engineer NM	32Z1	1	\$28.62	\$59,530	4	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					2	\$29.07	\$60,466			
					3	\$30.05	\$62,504			
					4	\$31.02	\$64,522			
					5	\$32.00	\$66,560			
					6	\$32.96	\$68,557			
					7	\$33.93	\$70,574			
					8	\$34.91	\$72,613			
					9	\$35.87	\$74,610			
					10	\$36.85	\$76,648			
					11	\$37.82	\$78,666			
					12	\$38.80	\$80,704			
					13	\$39.76	\$82,701			
					14	\$40.74	\$84,739			
					15	\$41.71	\$86,757			
					16	\$42.67	\$88,754			
					17	\$43.02	\$89,482			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-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
18	New Hire	DAS	Engineer NM	32Z1	1	\$28.62	\$59,530	12	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					2	\$29.07	\$60,466			
					3	\$30.05	\$62,504			
					4	\$31.02	\$64,522			
					5	\$32.00	\$66,560			
					6	\$32.96	\$68,557			
					7	\$33.93	\$70,574			
					8	\$34.91	\$72,613			
					9	\$35.87	\$74,610			
					10	\$36.85	\$76,648			
					11	\$37.82	\$78,666			
					12	\$38.80	\$80,704			
					13	\$39.76	\$82,701			
					14	\$40.74	\$84,739			
					15	\$41.71	\$86,757			
					16	\$42.67	\$88,754			
					17	\$43.02	\$89,482			
19	New Hire	DAS	Sr. Analyst Grants	33JM	1	\$30.93	\$64,334	7	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					2	\$32.31	\$67,205			
					3	\$33.86	\$70,429			
					4	\$35.39	\$73,611			
					5	\$36.94	\$76,835			
					6	\$38.47	\$80,018			
					7	\$40.32	\$83,866			
8	\$42.17	\$87,714								
20	New Hire	IMSD	App Tech Architect Supervisor	37M	01	\$42.17	\$87,714	4	1/10/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$44.00	\$91,520			
					03	\$45.85	\$95,368			
					04	\$47.71	\$99,237			
					05	\$50.16	\$104,333			
21	New Hire	Courts	Specialist Clerical Cts	05P	01	\$17.10	\$35,568.00	3	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$17.71	\$36,836.80			
					03	\$18.31	\$38,084.80			
					04	\$18.92	\$39,353.60			
					05	\$19.52	\$40,601.60			
					06	\$20.12	\$41,849.60			
					07	\$20.73	\$43,118.40			
08	\$21.33	\$44,366.40								
09	\$21.93	\$45,614.40								
22	New Hire	Sheriff	Stores Clerk 1 Sheriff	11	01	\$17.10	\$35,568	4	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$17.58	\$36,566			
					03	\$18.12	\$37,690			
					04	\$18.69	\$38,875			
					05	\$19.26	\$40,061			
05	\$19.26	\$40,061								

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-22

^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
23	New Hire	DHHS	Housing Prog Asst Rent Asst Nm	16Z3	01	\$19.29	\$40,123	2	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.81	\$41,205			
					03	\$20.33	\$42,286			
					04	\$20.96	\$43,597			
					05	\$21.55	\$44,824			
					06	\$22.17	\$46,114			
					07	\$23.03	\$47,902			
24	New Hire	HR	Recruitment Analyst	22M	01	\$23.48	\$48,838	3	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.44	\$50,835			
					03	\$25.24	\$52,499			
					04	\$26.07	\$54,226			
					05	\$27.05	\$56,264			
25	New Hire	DHHS	Inspector Housing	24M	01	\$25.02	\$52,042	3	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$25.98	\$54,038			
					03	\$26.93	\$56,014			
					04	\$27.89	\$58,011			
					05	\$29.15	\$60,632			
26	New Hire	D.A.	Investigator District Attorney	32M	01	\$33.86	\$70,429	3	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$35.39	\$73,611			
					03	\$36.94	\$76,835			
					04	\$38.47	\$80,018			
					05	\$40.32	\$83,866			
27	New Hire	Transportation	Fiscal & Budget Mgr	35M	01	\$38.47	\$80,018	5	1/24/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$40.32	\$83,866			
					03	\$42.17	\$87,714			
					04	\$44.00	\$91,520			
					05	\$45.85	\$95,368			
28	New Hire	D.A.	Clerical Asst 1 Nm	03Z1	01	\$15.06	\$31,325	4	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$15.39	\$32,011			
					03	\$15.92	\$33,114			
					04	\$16.44	\$34,195			
					05	\$16.96	\$35,277			
					06	\$17.49	\$36,379			
					07	\$18.01	\$37,461			
					08	\$18.54	\$38,563			
					09	\$19.06	\$39,645			
29	New Hire	D.A.	Clerical Asst 1 Nm	03Z1	01	\$15.06	\$31,325	4	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$15.39	\$32,011			
					03	\$15.92	\$33,114			
					04	\$16.44	\$34,195			
					05	\$16.96	\$35,277			
					06	\$17.49	\$36,379			
					07	\$18.01	\$37,461			
					08	\$18.54	\$38,563			
					09	\$19.06	\$39,645			
30	New Hire	HR	Mgmt Asst - HR	06PM	01	\$38.47	\$80,018	4	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$40.32	\$83,866			
					03	\$42.17	\$87,714			
					04	\$44.00	\$91,520			
					05	\$45.85	\$95,368			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Mar-22

^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
31	New Hire	OEM	Dispatcher	16Z	01	\$18.12	\$37,690	2	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.69	\$38,875			
					03	\$19.26	\$40,061			
					04	\$19.81	\$41,205			
					05	\$20.33	\$42,286			
					06	\$20.96	\$43,597			
					07	\$21.55	\$44,824			
					08	\$22.17	\$46,114			
					09	\$23.03	\$47,902			
32	New Hire	OEM	Dispatcher	16Z	01	\$18.12	\$37,690	5	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.69	\$38,875			
					03	\$19.26	\$40,061			
					04	\$19.81	\$41,205			
					05	\$20.33	\$42,286			
					06	\$20.96	\$43,597			
					07	\$21.55	\$44,824			
					08	\$22.17	\$46,114			
					09	\$23.03	\$47,902			
33	New Hire	OEM	Dispatcher	16Z	01	\$18.12	\$37,690	3	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.69	\$38,875			
					03	\$19.26	\$40,061			
					04	\$19.81	\$41,205			
					05	\$20.33	\$42,286			
					06	\$20.96	\$43,597			
					07	\$21.55	\$44,824			
					08	\$22.17	\$46,114			
					09	\$23.03	\$47,902			
34	New Hire	DHHS	Housing Prog Asst Rent Asst Nm	16Z3	01	\$19.29	\$40,123	2	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.81	\$41,205			
					02	\$20.33	\$42,286			
					04	\$20.96	\$43,597			
					05	\$21.55	\$44,824			
					06	\$22.17	\$46,114			
					07	\$23.03	\$47,902			
35	New Hire	HR	Analyst Retirement	21M	01	\$22.58	\$46,966	2	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$23.48	\$48,838			
					03	\$24.44	\$50,835			
					04	\$25.24	\$52,499			
					05	\$26.07	\$54,226			
36	New Hire	HR	Specialist Dev & Training	30M	01	\$30.93	\$64,334	2	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$32.31	\$67,205			
					03	\$33.86	\$70,429			
					04	\$35.39	\$73,611			
					05	\$36.94	\$76,835			
37	New Hire	Corp Counsel	Deputy Corp Counsel	37AM	01	\$51.43	\$106,974	5	2/7/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$54.41	\$113,173			
					03	\$57.67	\$119,954			
					04	\$61.13	\$127,150			
					05	\$64.78	\$134,742			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
March 8, 2021

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

**Dual Employments
Personnel Committee Meeting
March 8, 2022**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Classification</u>	<u>Current Pay Range</u>	<u>Dual Employment</u>	<u>Dual Employment Pay Range</u>
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
March 8, 2022**

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
March 8, 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 - 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
MCDOT	510 - Highway Maintenance - 5140 Patrl Section 4	Rottscholl, Cassandra 154276	5120 Patrl Section 4		Highway Mtce Wkr 2				1/10/2022	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Mares, Mario 156088-156088	5160 Patrol Section 3		Highway Mtce Wkr 2				1/10/2022	Temporary Appt
MCDOT	510 - Highway Maintenance - 5110 Patrol Section 1	Harris, Tyrone 152026-152026	5110 Patrol Section 1		Highway Mtce Wkr 2				1/10/2022	Temporary Appt
MCDOT	510 - Highway Maintenance - 5120 Patrl Section 2	Peterson, Timothy 150989-150989	5120 Patrl Section 2		Highway Mtce Wkr 2				1/24/2022	Temporary Appt
MCDOT	510 - Highway Maintenance - 5160 Patrol Section 3	Winter, Bruce 156112-156112	5120 Patrl Section 2		Highway Mtce Wkr 2				1/24/2022	Temporary Appt

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
March 8, 2022**

<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>
Parks	Aguirre	Antonio	Park Worker 3 Seas	5108	13z3	Parks Maintenance Worker Nm	11/29/2021		3/1/2022	Daryl Janicek
Parks	Becker	Richard	park Unit Coord. - Concessions	24m	915e	Clubhouse Concessions Mgr	12/20/2021		3/20/2022	Andrea Wallace
HHS	Celedon	Alba	Asst Housing Dev Coord	25m	33m	Housing Program Manager	1/31/2022		4/30/2022	vacant
Airport	Cieszynski	Blake	Shift Captain	19b	29fm	Assistant Fire Chief	12/6/2021		3/6/2022	Brian Tonnancour
BHD	Dewey	Shannon	Administrative Coordinator	P010	M012	Manager, Case Management/UR	10/24/2021		1/15/2022	Nanette Hillert
Airport	Doyne	Kevin	Asst Chief Air Res and Firefg	29FM	38M	Chief Airpt	8/9/2021		11/7/2021	Joseph Forro
Zoo	Engelmann	David	Manager Grounds & Maint	31m	916e	Mechanical Services manager	12/12/2021		3/12/2022	Ben Mattson
HOC	Gollakner	Susan	Distribution Assistant	02p	04z1	Fiscal Assistant 2	12/20/2021		3/20/2022	n/a
DOT	Grava	Reilly	Fleet Asst	06p	28m	Sr Ex Assistant	11/22/2021		2/20/2022	Judy Pingel
DAS	Gulgowski	David	Sr Engineer Civil	34a	38m	Principal Engineer Civil/Site	1/24/2022		4/23/2022	Karl Stave
DAS	Hart	Panysette	Analyst Appls System IT II	24d	28d	Business Development Analyst	1/23/2022		4/23/2022	Johnnie Austin
HOC	Hintz	Andrew	Correction Officer Sgt	22	23cm	Correction officer Lt.	1/22/2022		4/22/2022	vacant
Airport	Hourihan	Sarah	Airport Mtc Worker	22oe	26m	Assistant Airport Mtc Supervisor	12/13/2021		3/13/2022	Michael Karolewicz
Sheriff	Johnson	April	Deputy Sheriff	17bz	22b	Deputy Sheriff Sgt	2/20/2022		5/20/2022	George Anagnostopoulos
DOT	Johnson	Tibor	Contract Service Coordinator	27	35m	Fiscal Budget manager	1/21/2022		4/21/2022	vacant
Sheriff	Krznarich	Michael	Deputy Sheriff Sgt	22b	34m	Deputy Sheriff Lt.	2/6/2022		5/6/2022	Kevin Johnson
HOC	Laflamme	Sandra	Laundry Plamy Lead	18m	27m	Laundry Plant Manager	12/20/2021		3/20/2022	n/a
BHD	Lorenz	Amy	Deputy Administrator Community	e005	e006	Chief Operations officer bhd	8/26/2021	26-Nov	2/26/2022	Jennifer Bergersen
Parks	Madigan	David	Food Serv Operator Seas	9	24m	Park Unit Coord Concessions	1/17/2022		4/17/2022	Richard Becker
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
DOT	Moede	Brett	Highway Mtce Wkr 2	17h	26m	Highway Assistant Supervisor	1/31/2022		5/1/2022	Ryan McDonnell
Sheriff	Morgan	Lavalle	Dep Sheriff 1	17bz	22b	Dep Sheriff Sgt	11/10/2021		2/7/2022	Todd Dickau
Parks	Nowak	Samantha	park Worker 3 Seas	5108	18z	Park Maint Wrkr 2 Ic	12/20/2021		3/20/2022	Jonathan Kaiser
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
HHS	Samarzia	Istania	Human Services Wkr-Juv Justice	16z4	16z5	QA Specialist	12/13/2021		3/12/2022	Danique Seymour
HHS	Seymour	Danique	QA Specialist	16z5	33m	Project Manager	12/13/2021		3/12/2022	Vacant
Sheriff	Singh	Manvinder	Deputy Sheriff	17bz	22b	Deputy Sheriff Sgt	2/6/2022		5/6/2022	Michael Krzarich
Parks	Stachowiak	Mason	Park Worker 3 Seas	5108	13z3	Park Maintenance Worker Nm	11/22/2021		2/22/2022	Benjamin Marquardt
Zoo	Stockel	Andrew	Manager Business Operations	915e	917e	Director Facilities Grounds Maint	12/26/2021		3/26/2022	John Westrich
Parks	Tarantino	James	Director of Operations	902E	902E	Deputy Director	5/30/2021		8/30/2021	Jen Francis
HOC	Tardiff	Lance	Correction Officer Lt.	23cm	916e	Corrections Manager	1/22/2022		4/22/2022	n/a
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	Wallace	Andrea	Clubhouse Concessions Mgr	915e	916e	Asst Chief of Rec/Business Op	11/29/2021		3/1/2022	Jeffrey Orlovski
BHD	Washington	Dairionne	Assistant Office	A012	A018	Assistant Executive BHD	7/27/2021	28-Oct	1/25/2022	Kiara Abram
HHS	Xiong	David	Quality Specialist DHHS	16z5	27	Contract Serv Coord	10/15/2021		1/12/2022	Natalie Queen