



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: May 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 June 7, 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: Action Item and Value. Rows include Related File No's (22-9, 22-127, 22-138, 22-566) and Previous Action Date(s) (1/18/22, 3/8/22).

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 May 13, 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 - Strategy, Performance & Budget
Supervisor Willie Johnson Jr., 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
June 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	Lead Dispatcher-	Dispatch Operations Supervisor	1	17H	01	\$ 45,531.20	28M	01	\$ 61,859.20	Classified	Reclassing position to align job title with job duties and responsibilities	7/10/22	22.19%
							02	\$ 46,862.40		02	\$ 62,670.40				
							03	\$ 48,672.00		03	\$ 65,624.00				
							04	\$ 50,627.20		04	\$ 68,556.80				
							05	\$ 52,707.20		05	\$ 71,843.20				
2	OEM	Reclassification	Lead Dispatcher-	Dispatch Operations Supervisor	1	17H	01	\$ 45,531.20	28M	01	\$ 61,859.20	Classified	Reclassing position to align job title with job duties and responsibilities	7/10/22	17.36%
							02	\$ 46,862.40		02	\$ 62,670.40				
							03	\$ 48,672.00		03	\$ 65,624.00				
							04	\$ 50,627.20		04	\$ 68,556.80				
							05	\$ 52,707.20		05	\$ 71,843.20				
3	OEM	Reclassification	Lead Dispatcher-	Dispatch Operations Supervisor	1	17H	01	\$ 45,531.20	28M	01	\$ 61,859.20	Classified	Reclassing position to align job title with job duties and responsibilities	7/10/22	17.06%
							02	\$ 46,862.40		02	\$ 62,670.40				
							03	\$ 48,672.00		03	\$ 65,624.00				
							04	\$ 50,627.20		04	\$ 68,556.80				
							05	\$ 52,707.20		05	\$ 71,843.20				
4	OEM	Increase within Salary Grade	Training Coordinator	Training Coordinator	1	21	01	\$ 48,880.00	21	01	\$ 48,880.00	Classified	Equity issues being addressed.	5/3/22	3.96%
							02	\$ 50,814.40		02	\$ 50,814.40				
							03	\$ 52,894.40		03	\$ 52,894.40				
							04	\$ 54,620.80		04	\$ 54,620.80				
							05	\$ 56,430.40		05	\$ 56,430.40				
5	ROD	Reclassification	Clerk Vital Records-	Vital Records Lead	1	05P	01	\$ 36,296.00	07P	01	\$ 42,993.60	Classified	Reclassing position to align job title with job duties and responsibilities	3/20/22	18.45%
							02	\$ 37,585.60		02	\$ 44,512.00				
							03	\$ 38,854.40		03	\$ 46,051.20				
							04	\$ 40,144.00		04	\$ 47,548.80				
							05	\$ 41,433.60		05	\$ 49,088.00				
							06	\$ 42,702.40		06	\$ 50,585.60				
							07	\$ 43,992.00		07	\$ 52,124.80				
							08	\$ 45,260.80		08	\$ 53,622.40				
							09	\$ 46,529.60		09	\$ 55,140.80				
6	Parks	Increase within Salary Grade	Director of Planning & Admin	Director of Planning & Admin	1	902E	01	\$ 87,630.40	902E	01	\$ 87,630.40	Unclassified	Equity issues being addressed.	5/29/22	8.28%
							02	\$ 108,721.60		02	\$ 108,721.60				
							03	\$ 129,812.80		03	\$ 129,812.80				
								\$98,800			\$106,985				
7	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	3.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
8	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	3.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
9	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	3.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				

**Personnel Committee Meeting
Compensation Report
June 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.
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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						
10	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	3.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
11	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	8.29%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
12	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	5.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
13	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.96%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
14	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	5.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
15	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	5.67%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
16	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 45,697.60	21	01	\$ 48,880.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.96%
							02	\$ 46,924.80		02	\$ 50,814.40				
							03	\$ 48,089.60		03	\$ 52,894.40				
							04	\$ 49,316.80		04	\$ 54,620.80				
							05	\$ 51,022.40		05	\$ 56,430.40				
17	Parks	Reclassification	Park Maint Wrkr 2 IC	Assistant Golf Course Superintendent	1	18Z	01	\$ 42,307.20	21	01	\$ 49,816.00	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	17.75%
							02	\$ 43,617.60		02	\$ 51,854.40				
							03	\$ 44,844.80		03	\$ 53,560.00				
							04	\$ 46,134.40		04	\$ 55,328.00				
							05	\$ 47,923.20		05	\$ 57,408.00				

**Personnel Committee Meeting
Compensation Report
June 2022**

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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
18	Parks	Reclassification	Park Unit Coord 1 Golf	Golf Course Superintendent	1	22M	01	\$ 49,816.00	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	16.97%
							02	\$ 51,854.40		02	\$ 65,624.00				
							03	\$ 53,560.00		03	\$ 68,536.00				
							04	\$ 55,328.00		04	\$ 71,843.20				
							05	\$ 57,408.00		05	\$ 75,067.20				
19	Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	1	24M	01	\$ 53,102.40	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.09%
							02	\$ 55,120.00		02	\$ 65,624.00				
							03	\$ 57,137.60		03	\$ 68,536.00				
							04	\$ 59,176.00		04	\$ 71,843.20				
							05	\$ 61,859.20		05	\$ 75,067.20				
20	Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	1	24M	01	\$ 53,102.40	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	10.90%
							02	\$ 55,120.00		02	\$ 65,624.00				
							03	\$ 57,137.60		03	\$ 68,536.00				
							04	\$ 59,176.00		04	\$ 71,843.20				
							05	\$ 61,859.20		05	\$ 75,067.20				
21	Parks	Increase within Salary Grade	Park Unit Coord 2 Golf	Golf Course Superintendent	1	24M	01	\$ 53,102.40	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.09%
							02	\$ 55,120.00		02	\$ 65,624.00				
							03	\$ 57,137.60		03	\$ 68,536.00				
							04	\$ 59,176.00		04	\$ 71,843.20				
							05	\$ 61,859.20		05	\$ 75,067.20				
22	Parks	Increase within Salary Grade	Park Unit Coord 2 Golf	Golf Course Superintendent	1	24M	01	\$ 53,102.40	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.09%
							02	\$ 55,120.00		02	\$ 65,624.00				
							03	\$ 57,137.60		03	\$ 68,536.00				
							04	\$ 59,176.00		04	\$ 71,843.20				
							05	\$ 61,859.20		05	\$ 75,067.20				
23	Parks	Increase within Salary Grade	Park Unit Coord 2 Golf	Golf Course Superintendent	1	24M	01	\$ 53,102.40	29	01	\$ 62,649.60	Classified	Reclassing position to align job title with job duties and responsibilities	5/29/22	6.09%
							02	\$ 55,120.00		02	\$ 65,624.00				
							03	\$ 57,137.60		03	\$ 68,536.00				
							04	\$ 59,176.00		04	\$ 71,843.20				
							05	\$ 61,859.20		05	\$ 75,067.20				

Jun 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	Lead Dispatcher-	Dispatch Operations Supervisor	\$ 54,486	\$ 66,558	\$ 12,072	\$ 5,788	7/10/2022	Position Savings
2	480 - OEM	Reclassification	Lead Dispatcher-	Dispatch Operations Supervisor	\$ 56,718	\$ 66,558	\$ 9,840	\$ 4,718	7/10/2022	Position Savings
3	480 - OEM	Reclassification	Lead Dispatcher-	Dispatch Operations Supervisor	\$ 56,718	\$ 66,558	\$ 9,840	\$ 4,718	7/10/2022	Position Savings
4	480 - OEM	Advancement	911 Training Coordinator	911 Training Coordinator	\$ 52,590	\$ 54,687	\$ 2,097	\$ 1,247	5/29/2022	Dedicated Funding
5	340 - ROD	Reclassification	Clerk Vital Records-	Vital Records Lead	\$ 43,189	\$ 51,172	\$ 7,983	\$ 6,277	3/20/2022	Dedicated Funding
6	900 - Parks	Advancement	Director of Planning and Admin	Director of Planning and Admin	\$ 106,358	\$ 115,169	\$ 8,811	\$ 5,238	5/29/2022	Dedicated Funding
7	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 54,894	\$ 56,919	\$ 2,025	\$ 1,204	5/29/2022	Dedicated Funding
8	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 54,894	\$ 56,919	\$ 2,025	\$ 1,204	5/29/2022	Dedicated Funding
9	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 54,894	\$ 56,919	\$ 2,025	\$ 1,204	5/29/2022	Dedicated Funding
10	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 54,894	\$ 56,919	\$ 2,025	\$ 1,204	5/29/2022	Dedicated Funding
11	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 50,494	\$ 54,687	\$ 4,193	\$ 2,493	5/29/2022	Dedicated Funding
12	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 51,751	\$ 54,687	\$ 2,936	\$ 1,746	5/29/2022	Dedicated Funding
13	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 49,170	\$ 52,590	\$ 3,420	\$ 2,033	5/29/2022	Dedicated Funding
14	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 51,751	\$ 54,687	\$ 2,936	\$ 1,746	5/29/2022	Dedicated Funding
15	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 51,751	\$ 54,687	\$ 2,936	\$ 1,746	5/29/2022	Dedicated Funding
16	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 49,170	\$ 52,590	\$ 3,420	\$ 2,033	5/29/2022	Dedicated Funding
17	900 - Parks	Reclassification	Park Maint Wrkr 2 Ic	Assistant Golf Course Superintendent	\$ 49,170	\$ 52,590	\$ 3,420	\$ 2,033	5/29/2022	Dedicated Funding
18	900 - Parks	Reclassification	Park Unit Coord 1 Golf	Golf Course Superintendent	\$ 57,626	\$ 67,417	\$ 9,791	\$ 5,821	5/29/2022	Dedicated Funding
19	900 - Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	\$ 66,558	\$ 70,626	\$ 4,068	\$ 2,419	5/29/2022	Dedicated Funding
20	900 - Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	\$ 63,675	\$ 70,626	\$ 6,951	\$ 4,133	5/29/2022	Dedicated Funding
21	900 - Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	\$ 66,558	\$ 70,626	\$ 4,068	\$ 2,419	5/29/2022	Dedicated Funding
22	900 - Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	\$ 66,558	\$ 70,626	\$ 4,068	\$ 2,419	5/29/2022	Dedicated Funding
23	900 - Parks	Reclassification	Park Unit Coord 2 Golf	Golf Course Superintendent	\$ 66,558	\$ 70,626	\$ 4,068	\$ 2,419	5/29/2022	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 Strategy, Performance, and Budget

Date
May 16, 2022

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-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
1	New Hire	Courts	Specialist Clerical Cts	05P	01	\$17.45	\$36,296	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.07	\$37,586			
					03	\$18.68	\$38,854			
					04	\$19.30	\$40,144			
					05	\$19.92	\$41,434			
					06	\$20.53	\$42,702			
					07	\$21.15	\$43,992			
					08	\$21.76	\$45,261			
					09	\$22.37	\$46,530			
					01	\$17.45	\$36,296			
2	New Hire	ROD	Clerk Vital Records	05P	02	\$18.07	\$37,586	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					03	\$18.68	\$38,854			
					04	\$19.30	\$40,144			
					05	\$19.92	\$41,434			
					06	\$20.53	\$42,702			
					07	\$21.15	\$43,992			
					08	\$21.76	\$45,261			
					09	\$22.37	\$46,530			
					01	\$17.45	\$36,296			
					02	\$18.07	\$37,586			
3	New Hire	ROD	Clerk Vital Records	05P	03	\$18.68	\$38,854	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					04	\$19.30	\$40,144			
					05	\$19.92	\$41,434			
					06	\$20.53	\$42,702			
					07	\$21.15	\$43,992			
					08	\$21.76	\$45,261			
					09	\$22.37	\$46,530			
					01	\$17.45	\$36,296			
					02	\$18.07	\$37,586			
					4	New Hire	HR			
04	\$18.93	\$39,374								
05	\$19.53	\$40,622								
06	\$20.13	\$41,870								
07	\$20.73	\$43,118								
08	\$21.33	\$44,366								
09	\$21.93	\$45,614								
01	\$17.11	\$35,589								
02	\$17.71	\$36,837								
5	New Hire	Sheriff	Public Safety Officer	07Z1				02	\$16.40	\$34,112
					03	\$16.92	\$35,194			
					04	\$17.32	\$36,026			
					05	\$17.75	\$36,920			
					06	\$18.22	\$37,898			
					01	\$16.37	\$34,050			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-22

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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
6	New Hire	DHHS	Human Ser Wkr Aging Nm	16Z4	01	\$21.25	\$44,200	9	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.38	\$44,470			
					03	\$21.99	\$45,739			
					04	\$22.62	\$47,050			
					05	\$23.50	\$48,880			
					06	\$24.43	\$50,814			
					07	\$25.43	\$52,894			
					08	\$26.26	\$54,621			
					09	\$27.13	\$56,430			
					10	\$28.15	\$58,552			
					11	\$28.68	\$59,654			
					12	\$29.19	\$60,715			
7	New Hire	DHHS	Human Ser Wkr Aging Nm	16Z4	01	\$21.25	\$44,200	5	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.38	\$44,470			
					03	\$21.99	\$45,739			
					04	\$22.62	\$47,050			
					05	\$23.50	\$48,880			
					06	\$24.43	\$50,814			
					07	\$25.43	\$52,894			
					08	\$26.26	\$54,621			
					09	\$27.13	\$56,430			
					10	\$28.15	\$58,552			
					11	\$28.68	\$59,654			
					12	\$29.19	\$60,715			
8	New Hire	HR	Recruitment Analyst	22M	01	\$23.95	\$49,816	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.93	\$51,854			
					03	\$25.75	\$53,560			
					04	\$26.60	\$55,328			
					05	\$27.60	\$57,408			
9	New Hire	DHHS	Community Intervention Spec	24	01	\$26.04	\$54,163	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$27.02	\$56,202			
					03	\$28.02	\$58,282			
					04	\$29.01	\$60,341			
					05	\$30.33	\$63,086			
10	New Hire	Courts	Deputy Clerk	25K	01	\$23.50	\$48,880	2	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.43	\$50,814			
					03	\$25.43	\$52,894			
					04	\$27.02	\$56,202			
					05	\$28.02	\$58,282			
					06	\$29.01	\$60,341			
11	New Hire	IMSD	Project Manager Internal Communications	33M	01	\$36.10	\$75,088	3	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$37.68	\$78,374			
					03	\$39.24	\$81,619			
					04	\$41.13	\$85,550			
					05	\$43.02	\$89,482			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-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	Zoo	Director Grounds Maintenance & EVS	917E	01	\$42.35	\$88,088	4	4/18/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$44.46	\$92,477			
					03	\$46.58	\$96,886			
					04	\$48.69	\$101,275			
					05	\$50.81	\$105,685			
					06	\$52.40	\$108,992			
					07	\$53.98	\$112,278			
					08	\$55.04	\$114,483			
13	New Hire	Child Support	Clerical Asst 1 Nm	03Z1	01	\$15.37	\$31,970	5	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$15.70	\$32,656			
					03	\$16.24	\$33,779			
					04	\$16.77	\$34,882			
					05	\$17.30	\$35,984			
					06	\$17.84	\$37,107			
					07	\$18.38	\$38,230			
					08	\$18.92	\$39,354			
					09	\$19.45	\$40,456			
14	New Hire	Courts	Sr Assistant Clerical	04P	01	\$16.20	\$33,696	4	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$16.77	\$34,882			
					03	\$17.34	\$36,067			
					04	\$17.92	\$37,274			
					05	\$18.49	\$38,459			
					06	\$19.06	\$39,645			
					07	\$19.63	\$40,830			
					08	\$20.20	\$42,016			
					09	\$20.77	\$43,202			
15	New Hire	Courts	Sr Assistant Clerical	04P	01	\$16.20	\$33,696	4	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$16.77	\$34,882			
					03	\$17.34	\$36,067			
					04	\$17.92	\$37,274			
					05	\$18.49	\$38,459			
					06	\$19.06	\$39,645			
					07	\$19.63	\$40,830			
					08	\$20.20	\$42,016			
					09	\$20.77	\$43,202			
16	New Hire	ROD	Clerk Vital Records	05P	01	\$17.45	\$36,296	3	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.07	\$37,586			
					03	\$18.68	\$38,854			
					04	\$19.30	\$40,144			
					05	\$19.92	\$41,434			
					06	\$20.53	\$42,702			
					07	\$21.15	\$43,992			
					08	\$21.76	\$45,261			
					09	\$22.37	\$46,530			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

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^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	Courts	Specialist Clerical Cts	05P	01	\$17.45	\$36,296	3	5/2/2022	Training and experience exceed the minimum qualifications for this position.	
					02	\$18.07	\$37,586				
					03	\$18.68	\$38,854				
					04	\$19.30	\$40,144				
					05	\$19.92	\$41,434				
					06	\$20.53	\$42,702				
					07	\$21.15	\$43,992				
					08	\$21.76	\$45,261				
					09	\$22.37	\$46,530				
					01	\$17.45	\$36,296				
18	New Hire	Sheriff	Clerical Spec Sheriff	05P	02	\$18.07	\$37,586	3	5/2/2022	Training and experience exceed the minimum qualifications for this position.	
					03	\$18.68	\$38,854				
					04	\$19.30	\$40,144				
					05	\$19.92	\$41,434				
					06	\$20.53	\$42,702				
					07	\$21.15	\$43,992				
					08	\$21.76	\$45,261				
					09	\$22.37	\$46,530				
					01	\$17.11	\$35,589				
					19	New Hire	HR				Clerical Spec Hr (Nr)
03	\$18.31	\$38,085									
04	\$18.93	\$39,374									
05	\$19.53	\$40,622									
06	\$20.13	\$41,870									
07	\$20.73	\$43,118									
08	\$21.33	\$44,366									
09	\$21.93	\$45,614									
01	\$17.45	\$36,296									
20	New Hire	Sheriff	Stores Clerk 1 Sheriff	11				02	\$17.94	\$37,315	
					03	\$18.49	\$38,459				
					04	\$19.07	\$39,666				
					05	\$19.65	\$40,872				
					01	\$17.94	\$37,315				
21	New Hire	Courts	Clerk Court Services	12	02	\$18.49	\$38,459	2	5/2/2022	Training and experience exceed the minimum qualifications for this position.	
					03	\$19.07	\$39,666				
					04	\$19.65	\$40,872				
					05	\$20.21	\$42,037				
					01	\$17.94	\$37,315				
22	New Hire	Courts	Clerk Court Services	12	02	\$18.49	\$38,459	2	5/2/2022	Training and experience exceed the minimum qualifications for this position.	
					03	\$19.07	\$39,666				
					04	\$19.65	\$40,872				
					05	\$20.21	\$42,037				
					01	\$17.94	\$37,315				

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-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
23	New Hire	Parks	Natural Resource Technician	15Z3	01	\$21.79	\$45,323	5	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.99	\$45,739			
					03	\$22.62	\$47,050			
					04	\$23.50	\$48,880			
					05	\$24.43	\$50,814			
					06	\$25.43	\$52,894			
					07	\$26.26	\$54,621			
					08	\$27.13	\$56,430			
24	New Hire	Parks	Natural Resource Technician	15Z3	01	\$21.79	\$45,323	2	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.99	\$45,739			
					03	\$22.62	\$47,050			
					04	\$23.50	\$48,880			
					05	\$24.43	\$50,814			
					06	\$25.43	\$52,894			
					07	\$26.26	\$54,621			
					08	\$27.13	\$56,430			
25	New Hire	Parks	Natural Resource Technician	15Z3	01	\$21.79	\$45,323	5	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.99	\$45,739			
					03	\$22.62	\$47,050			
					04	\$23.50	\$48,880			
					05	\$24.43	\$50,814			
					06	\$25.43	\$52,894			
					07	\$26.26	\$54,621			
					08	\$27.13	\$56,430			
26	New Hire	Parks	Natural Resource Technician	15Z3	01	\$21.79	\$45,323	6	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.99	\$45,739			
					03	\$22.62	\$47,050			
					04	\$23.50	\$48,880			
					05	\$24.43	\$50,814			
					06	\$25.43	\$52,894			
					07	\$26.26	\$54,621			
					08	\$27.13	\$56,430			
27	New Hire	Parks	Horticulturist 1 Nm	15Z4	01	\$20.56	\$42,765	4	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,139			
					03	\$21.38	\$44,470			
					04	\$21.99	\$45,739			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-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
28	New Hire	DHHS	ADRC Professional	16Z4	01	\$21.25	\$44,200	6	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.38	\$44,470			
					03	\$21.99	\$45,739			
					04	\$22.62	\$47,050			
					05	\$23.50	\$48,880			
					06	\$24.43	\$50,814			
					07	\$25.43	\$52,894			
					08	\$26.26	\$54,621			
					09	\$27.13	\$56,430			
					10	\$28.15	\$58,552			
					11	\$28.68	\$59,654			
					12	\$29.19	\$60,715			
29	New Hire	Courts	Deputy Court Clerk	25K	01	\$23.50	\$48,880	2	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.43	\$50,814			
					03	\$25.43	\$52,894			
					04	\$27.02	\$56,202			
					05	\$28.02	\$58,282			
					06	\$29.01	\$60,341			
30	New Hire	Courts	Deputy Court Clerk	25K	01	\$23.50	\$48,880	2	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.43	\$50,814			
					03	\$25.43	\$52,894			
					04	\$27.02	\$56,202			
					05	\$28.02	\$58,282			
					06	\$29.01	\$60,341			
31	New Hire	IMSD	Analyst Business Develop It	28D	01	\$36.55	\$76,024	5	5/2/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$37.64	\$78,291			
					03	\$38.96	\$81,037			
					04	\$40.52	\$84,282			
					05	\$42.54	\$88,483			
					06	\$45.10	\$93,808			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
June 2022**

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

**Dual Employments
Personnel Committee Meeting
June 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
June 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
June 2022**

Requestor	Dept	Last/First Name	Title	Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
June 2022**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay</u>	<u>New Pay</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New</u>		<u>Reason</u>
				<u>Range</u>	<u>Range</u>			<u>End Date</u>	<u>TAHC Date End</u>	
Parks	Aguirre	Antonio	Park Worker 3 Seas	5108	13z3	Park Maintenance Worker Nm	3/1/2022		6/1/2022	Daryl Janicek
DOT	Badzinski	Ian	Asst Highway Mtce Supervisor	26m	28m	Highway Maintenance Supervisor	4/4/2022		7/3/2022	Scott Scheitzer
Parks	Bagnall	Eric	Parks Ops analyst	22	915e	Budget Mgr - Parks	4/28/2022		7/28/2022	Tiana Wright
Courts	Blundon	Diane	Clerical Specialist			Deputy Div Adm	4/25/2022		7/24/2022	Noah Gehling
Parks	Becker	Richard	Park Unit Coord. Concessions	24m	915e	Clubhouse Concessions Mgr	3/20/2022		6/20/2022	Andrea Wallace
Courts	Boehm	Jennifer	Court Services Clerk	12	24m	Court Operations Supervisor	3/28/2022		6/26/2022	Brenda Holt
Parks	Carlson	Allison	Receptionist	04p	23m	Admin Sec Graphic Designer	3/22/2022		6/22/2022	Rosha Brister
HHS	Chantavixay	Anouvong	Disabilities Services Coordinator	26m	33m	PM Children's Services	2/28/2022		5/28/2022	Madeline Valent
Airport	Cieszynski	Blake	Shift Captain	19b	29fm	Assistant Fire Chief	3/7/2022		6/5/2022	Brian Tonnancour
BHD	Dewey	Shannon	Administrative Coordinator	p010	m012	Manager, Case Management	4/15/2022		7/15/2022	Nanette Hillert
Zoo	Engelmann	David	Manager Grounds & Maint	31m	916e	Mechanical Services Manager	3/13/2022		6/13/2022	Ben Mattson
Courts	Gehling	Noah	Deputy Div Admn	28m	33m	Ast Chief deputy Clerk	4/26/2022		7/24/2022	James Wilson
DAS	Gulgowski	David	Sr Engineer	34a	38m	Principal Engineer	4/24/2022		7/22/2022	Karl Stave
Zoo	Huber	Noah	Horticulturist 1Nm	23	31m	Manager Grounds & Maint	3/13/2022		6/13/2022	Dave Engelmann
Parks	Ingish	David	LR Ops Supervisor	27mn	33m	Mgr Operations	4/18/2022		7/18/2022	Ramsey Radakovich
Airport	Janke	Scott	Airport Maintenance Worker	24oe	36m	Assistant Airport Maint Worker Supervisor	3/15/2022		6/13/2022	Mike Karolewicz
HHS	Johnson	Purnell	Youth CO	14z1	28m	Supervisor Juvenile CO	5/2/2022		7/30/2022	vacant
RPS	Kirsanoff	Annamarie	Analyst Financial Retirement	29m	32m	Sr Analyst Financial Retirement	3/14/2022		6/13/2022	Tina Lausier
DAS	Kovacic	Steve	Refrigeration Mechanic	5421	5401	Climate Control Lead	2/7/2022		5/7/2022	Charles Wade
Sheriff	Krznarich	Michael	Deputy Sheriff Sgt	22b	34m	Deputy Sheriff Lt.	2/6/2022		5/6/2022	Kevin Johnson
HOC	Laflamme	Sandra	Laundry Plant Lead	18m	27m	Laundry Plant Manager	3/21/2022		6/21/2022	vacant
Parks	Madigan	David	Food Serv Operator Seas	9	22m	Park Unit Coord Concessions	4/18/2022		7/18/2022	Richard Becker
BHD	Marx	Christen	RN Risk Management	p012	m012	Manager Quality Improvement	3/13/2022		6/13/2022	Demetrius Anderson
HOC	Owten	Tina	Correctional Officer Sgt.	22	23cm	Correction officer Lt.	3/6/2022		6/4/2022	
Sheriff	Paar	Steven	Deputy Sheriff	17bz	22b	Deputy Sheriff Sgt	2/4/2022		5/4/2022	Jeremy Franke
DAS	Pecard	Richard	painter Supervisor	5406	916e	Mechanical Services Manager	2/13/2022		5/13/2022	mark Metzke
DOT	Ponce	Jose	Highway Mtce Wkr 2	17h	26m	Assistant Highway Mtce Supervisor	4/4/2022		7/3/2022	Tyler Koehn
DHR	Rodriguez	Cherelle	Management Assistant	06pm	32m	HR Partner	5/13/2022		7/25/2022	Diamond Tucker
Sheriff	Singh	Manvinder	Deputy Sheriff	17bz	22b	Deputy Sheriff Sgt	2/6/2022		5/6/2022	Michael Krzarich
Parks	Stack	Jonathan	Park Maint Wrkr 2lc	18z	22m	Park Unit Coord 1 Golf	3/20/2022		6/20/2022	Brian Danko
Zoo	Stokel	Andrew	Manager Business Operations	915e	917e	Director Facilities Grounds Maint	3/27/2022		6/27/2022	John Westrich
HOC	Tardiff	Lance	Correction Officer Lt.	23cm	916e	Corrections Manager	1/22/2022		4/22/2022	n/a
Zoo	Thetge	Stephanie	Farm Attd Seasonal	5119	09z1	Heritage Farm Attdt Nm	4/3/2022		7/3/2022	Michelle Mason
Airport	Vullings	Michael	Fire Equipment Operator	17b	19b	Shift Captain	3/7/2022		6/5/2022	Blake Cieszynski
Parks	Wallace	Andrea	Clubhouse Concessions Mgr	915e	916e	Asst Chief of Rec/Business Op	3/2/2022		6/2/2022	Jeffrey Orlovski
BHD	Washington	Dairionne	Assistant Office	a012	a018	Assistant Executive BHD	1/27/2022		4/27/2022	Kiara Abram
CSS	Wright	Krystal	Assistant Office	22m	24m	CS Supervisor	5/6/2022		7/17/2022	Jennifer Stoltz