



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: December 30, 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 January 2023, Personnel Committee Meeting, Reference File 23-XX (Refence File Number TBD). 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 Numbers. Includes 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. Includes Related File No's (File 23-XX (Refence File Number TBD)) and 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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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

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 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 - 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
January 2023**

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 #	Type	Agency Name	Current Title	Recommended Title	Number of Positions	Current Grade	Current			Recommended			Classification	Percentage	Effective Date	Comp Reason	
							Min	Max	Current Salary	New Grade	Min	Max					New Salary
1	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$44,075.20	05P	\$37,024.00	\$47,465.60	\$44,886.40	Classified	1.84%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DHHS	Deputy Administrator	Director Community Supervision & Courts	1	36M	\$87,276.80	\$103,272.00	\$95,222.40	901E	\$70,532.80	\$103,230.40	\$95,222.00	Classified	0.00%	1/8/2023	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	DHHS	Clerical Specialist	CDBG and Home Repair Project Coordinator	1	05P	\$37,024.00	\$47,465.60	\$44,886.40	24M	\$54,184.00	\$63,107.20	\$54,184.00	Classified	20.71%	1/8/2023	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$38,022.40	05P	\$37,024.00	\$47,465.60	\$40,955.20	Classified	7.71%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$38,022.40	05P	\$37,024.00	\$47,465.60	\$39,644.80	Classified	4.27%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$38,022.40	05P	\$37,024.00	\$47,465.60	\$39,644.80	Classified	4.27%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$41,662.40	05P	\$37,024.00	\$47,465.60	\$42,265.60	Classified	1.45%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$44,075.20	05P	\$37,024.00	\$47,465.60	\$44,886.40	Classified	1.84%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$38,022.40	05P	\$37,024.00	\$47,465.60	\$39,644.80	Classified	4.27%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$38,022.40	05P	\$37,024.00	\$47,465.60	\$39,645.00	Classified	4.27%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
11	Reclassification	Courts	Sr Assistant Clerical	Specialist Clerical Cts-	1	04P	\$34,382.40	\$44,075.20	\$39,228.80	05P	\$37,024.00	\$47,465.60	\$39,644.80	Classified	1.06%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
12	Reclassification	DAS	Machinist	Locksmith	1	58	\$65,894.40	\$65,894.40	\$65,894.40	22	\$51,833.60	\$59,737.60	\$65,894.40	Classified	0.00%	2/5/2023	Reclassing position to align job title with job duties and responsibilities.
13	Advancement	Strategy, Budget, and Performance	Psb Analyst Continous Improvem	Psb Analyst Continous Improvem	1	29	\$63,918.40	\$76,585.60	\$66,955.20	29	\$63,918.40	\$76,585.60	\$69,806.00	Classified	4.26%	1/8/2023	Equity issue being addressed
14	Advancement	Sheriff	Stores Clerk 1 Sheriff	Stores Clerk 1 Sheriff	1	11	\$37,024.00	\$41,704.00	\$37,024.00	11	\$37,024.00	\$41,704.00	\$40,476.80	Classified	9.33%	1/8/2023	Equity issue being addressed
15	Advancement	Corp Counsel	Deputy Corporation Counsel	Deputy Corporation Counsel	1	37AM	\$111,300.80	\$140,212.80	\$132,308.80	37AM	\$111,300.80	\$140,212.80	\$140,212.80	Classified	5.97%	1/8/2023	Equity issue being addressed
16	Advancement	ROD	Real Estate Examining Lead	Real Estate Examining Lead	1	07P	\$43,867.20	\$56,264.00	\$43,867.20	07P	\$43,867.20	\$56,264.00	\$50,086.40	Classified	14.18%	1/8/2023	Equity issue being addressed
17	Advancement	ROD	Real Estate Specialist	Real Estate Specialist	1	07P	\$43,867.20	\$56,264.00	\$46,987.20	07P	\$43,867.20	\$56,264.00	\$53,185.60	Classified	13.19%	1/8/2023	Equity issue being addressed
18	Advancement	ROD	Vital Records Lead	Vital Records Lead	1	07P	\$43,867.20	\$56,264.00	\$48,505.60	07P	\$43,867.20	\$56,264.00	\$53,185.60	Classified	9.65%	1/8/2023	Equity issue being addressed
19	Advancement	CRC	Assistant Executive-	Assistant Executive-	1	25M	\$56,222.40	\$63,939.20	\$63,107.20	25M	\$56,222.40	\$63,939.20	\$63,939.20	Classified	1.32%	1/8/2023	Equity issue being addressed
20	Advancement	Courts	Coordinator Courts	Coordinator Courts	1	29M	\$63,939.20	\$76,606.40	\$63,939.00	29M	\$63,939.20	\$76,606.40	\$66,955.00	Classified	4.72%	1/8/2023	Equity issue being addressed

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

^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	Sheriff	Clerical Asst 1 Nm	03Z1	01	\$15.68	\$32,614	2	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$16.02	\$33,322			
					03	\$16.57	\$34,466			
					04	\$17.11	\$35,589			
					05	\$17.65	\$36,712			
					06	\$18.20	\$37,856			
					07	\$18.75	\$39,000			
					08	\$19.30	\$40,144			
					09	\$19.84	\$41,267			
2	New Hire	Courts	Specialist Clerical Courts	05P	01	\$17.80	\$37,024	3	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.44	\$38,355			
					03	\$19.06	\$39,645			
					04	\$19.69	\$40,955			
					05	\$20.32	\$42,266			
					06	\$20.95	\$43,576			
					07	\$21.58	\$44,886			
					08	\$22.20	\$46,176			
					09	\$22.82	\$47,466			
3	New Hire	ROD	Clerk Vital Records	05P	01	\$17.80	\$37,024	8	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.44	\$38,355			
					03	\$19.06	\$39,645			
					04	\$19.69	\$40,955			
					05	\$20.32	\$42,266			
					06	\$20.95	\$43,576			
					07	\$21.58	\$44,886			
					08	\$22.20	\$46,176			
					09	\$22.82	\$47,466			
4	New Hire	Sheriff	Clerical Spec Sheriff	05P	01	\$17.80	\$37,024	3	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.44	\$38,355			
					03	\$19.06	\$39,645			
					04	\$19.69	\$40,955			
					05	\$20.32	\$42,266			
					06	\$20.95	\$43,576			
					07	\$21.58	\$44,886			
					08	\$22.20	\$46,176			
					09	\$22.82	\$47,466			
5	New Hire	DHHS	Financial Eligibility Specialist	12	01	\$18.30	\$38,064	5	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.86	\$39,229			
					03	\$19.46	\$40,477			
					04	\$20.05	\$41,704			
					05	\$20.62	\$42,890			
6	New Hire	Comptroller	Assistant Audit	15	01	\$20.05	\$41,704	2	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$20.62	\$42,890			
					03	\$21.16	\$44,013			
					04	\$21.81	\$45,365			
					05	\$22.43	\$46,654			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

^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	DHHS	Human Ser Wkr Nm	16Z4	01	\$21.68	\$45,094	5	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.81	\$45,365			
					03	\$22.43	\$46,654			
					04	\$23.08	\$48,006			
					05	\$23.97	\$49,858			
					06	\$24.92	\$51,834			
					07	\$25.94	\$53,955			
					08	\$26.79	\$55,723			
					09	\$27.68	\$57,574			
					10	\$28.72	\$59,738			
					11	\$29.26	\$60,861			
					12	\$29.78	\$61,942			
8	New Hire	DHHS	Human Ser Wkr Nm	16Z4	01	\$21.68	\$45,094	5	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.81	\$45,365			
					03	\$22.43	\$46,654			
					04	\$23.08	\$48,006			
					05	\$23.97	\$49,858			
					06	\$24.92	\$51,834			
					07	\$25.94	\$53,955			
					08	\$26.79	\$55,723			
					09	\$27.68	\$57,574			
					10	\$28.72	\$59,738			
					11	\$29.26	\$60,861			
					12	\$29.78	\$61,942			
9	New Hire	D.A.	Victim Witness Advocate	23M	01	\$25.43	\$52,894	2	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$26.27	\$54,642			
					03	\$27.14	\$56,451			
					04	\$28.16	\$58,573			
					05	\$29.19	\$60,715			
10	New Hire	DHHS	Financial Analyst	26M	01	\$28.02	\$58,282	3	10/31/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$29.02	\$60,362			
					03	\$30.34	\$63,107			
					04	\$30.74	\$63,939			
					05	\$32.19	\$66,955			
11	New Hire	HR	Assistant Employment	06PM	01	\$18.94	\$39,395	4	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.60	\$40,768			
					03	\$20.27	\$42,162			
					04	\$20.95	\$43,576			
					05	\$21.61	\$44,949			
					06	\$22.27	\$46,322			
					07	\$22.94	\$47,715			
					08	\$23.61	\$49,109			
					09	\$24.28	\$50,502			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

^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	DAS	Facilities Ground Worker 1 Nm	12Z1	01	\$18.67	\$38,834	4	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$19.08	\$39,686			
					03	\$19.66	\$40,893			
					04	\$20.21	\$42,037			
					05	\$20.75	\$43,160			
					06	\$21.39	\$44,491			
13	New Hire	Courts	Deputy Court Clerk	25K	01	\$23.97	\$49,858	2	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.92	\$51,834			
					03	\$25.94	\$53,955			
					04	\$27.57	\$57,346			
					05	\$28.59	\$59,467			
					06	\$29.60	\$61,568			
14	New Hire	Airport	Accountant	25M	01	\$27.03	\$56,222	3	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$28.02	\$58,282			
					03	\$29.02	\$60,362			
					04	\$30.34	\$63,107			
					05	\$30.74	\$63,939			
15	New Hire	Airport	Sr Accountant	28M	01	\$30.34	\$63,107	4	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$30.74	\$63,939			
					03	\$32.19	\$66,955			
					04	\$33.62	\$69,930			
					05	\$35.24	\$73,299			
16	New Hire	Airport	Asst Airport Pub Safe/Sec Mgr	28M	01	\$30.34	\$63,107	4	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$30.74	\$63,939			
					03	\$32.19	\$66,955			
					04	\$33.62	\$69,930			
					05	\$35.24	\$73,299			
17	New Hire	D.A.	Investigator District Atty	32M	01	\$35.24	\$73,299	3	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$36.83	\$76,606			
					03	\$38.44	\$79,955			
					04	\$40.03	\$83,262			
					05	\$41.96	\$87,277			
18	New Hire	Corp Counsel	Assistant Corporation Counsel	34Z	01	\$24.65	\$51,272	7	11/14/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$27.36	\$56,909			
					03	\$30.16	\$62,733			
					04	\$32.26	\$67,101			
					05	\$34.51	\$71,781			
					06	\$36.91	\$76,773			
					07	\$38.93	\$80,974			
					08	\$42.22	\$87,818			
					09	\$45.16	\$93,933			
					10	\$47.36	\$98,509			
					11	\$50.38	\$104,790			
					12	\$53.40	\$111,072			
					13	\$56.60	\$117,728			
					14	\$60.00	\$124,800			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

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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
19	New Hire	County Treasurer	Analyst Real Property	05P	01	\$17.80	\$37,024	5	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.44	\$38,355			
					03	\$19.06	\$39,645			
					04	\$19.69	\$40,955			
					05	\$20.32	\$42,266			
					06	\$20.95	\$43,576			
					07	\$21.58	\$44,886			
					08	\$22.20	\$46,176			
					09	\$22.82	\$47,466			
20	New Hire	Sheriff	Stores Clerk 1	11	01	\$17.80	\$37,024	3	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.30	\$38,064			
					03	\$18.86	\$39,229			
					04	\$19.46	\$40,477			
					05	\$20.05	\$41,704			
21	New Hire	IMSD	Analyst Appls System It I	21D	01	\$25.65	\$53,352	2	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$26.29	\$54,683			
					03	\$27.09	\$56,347			
					04	\$28.01	\$58,261			
					05	\$29.14	\$60,611			
					06	\$30.59	\$63,627			
					07	\$32.44	\$67,475			
22	New Hire	D.A.	Process Investigator	21M	01	\$23.51	\$48,901	3	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$24.43	\$50,814			
					03	\$25.43	\$52,894			
					04	\$26.27	\$54,642			
					05	\$27.14	\$56,451			
23	New Hire	DAS	Assc Manager Proj Econ Dev Nm	30Z2	01	\$34.86	\$72,509	2	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$35.24	\$73,299			
					03	\$36.83	\$76,606			
					04	\$38.44	\$79,955			
24	New Hire	D.A.	Investigator District Atty	32M	01	\$35.24	\$73,299	3	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$36.83	\$76,606			
					03	\$38.44	\$79,955			
					04	\$40.03	\$83,262			
					05	\$41.96	\$87,277			
25	New Hire	DAS	Manager Proj Econdev	34M	01	\$38.44	\$79,955	3	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$40.03	\$83,262			
					03	\$41.96	\$87,277			
					04	\$43.89	\$91,291			
					05	\$45.78	\$95,222			
26	New Hire	IMSD	Chief Technology Offic	919E	01	\$54.00	\$112,320	7	11/28/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$56.70	\$117,936			
					03	\$59.41	\$123,573			
					04	\$62.10	\$129,168			
					05	\$64.81	\$134,805			
					06	\$66.83	\$139,006			
					07	\$68.85	\$143,208			
					08	\$70.20	\$146,016			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

^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
27	New Hire	Courts	Clerical Asst 2 Nm	04Z1	01	\$16.62	\$34,570	4	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$17.11	\$35,589			
					03	\$17.69	\$36,795			
					04	\$18.28	\$38,022			
					05	\$18.86	\$39,229			
					06	\$19.45	\$40,456			
					07	\$20.03	\$41,662			
					08	\$20.61	\$42,869			
					09	\$21.19	\$44,075			
28	New Hire	HR	Clerical Spec Hr (Nr)	05PM	01	\$17.46	\$36,317	3	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$18.07	\$37,586			
					03	\$18.68	\$38,854			
					04	\$19.31	\$40,165			
					05	\$19.93	\$41,454			
					06	\$20.54	\$42,723			
					07	\$21.15	\$43,992			
					08	\$21.76	\$45,261			
					09	\$22.37	\$46,530			
29	New Hire	DHHS	ADRC Professional	16Z4	01	\$21.68	\$45,094	8	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$21.81	\$45,365			
					03	\$22.43	\$46,654			
					04	\$23.08	\$48,006			
					05	\$23.97	\$49,858			
					06	\$24.92	\$51,834			
					07	\$25.94	\$53,955			
					08	\$26.79	\$55,723			
					09	\$27.68	\$57,574			
					10	\$28.72	\$59,738			
					11	\$29.26	\$60,861			
					12	\$29.78	\$61,942			
30	New Hire	Highway	Highway Mtce Wkr 2 TA	17H	01	\$22.33	\$46,446	2	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$22.99	\$47,819			
					03	\$23.87	\$49,650			
					04	\$24.83	\$51,646			
					05	\$25.85	\$53,768			
31	New Hire	HR	Recruitment Analyst	22M	01	\$24.43	\$50,814	2	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$25.43	\$52,894			
					03	\$26.27	\$54,642			
					04	\$27.14	\$56,451			
					05	\$28.16	\$58,573			
32	New Hire	Risk	Safety Specialist	25	01	\$27.57	\$57,346	2	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$28.59	\$59,467			
					03	\$29.60	\$61,568			
					04	\$30.94	\$64,355			
					05	\$32.29	\$67,163			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan-23

^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
33	New Hire	Office of Equity	Sr. Equity Policy Manager	32M	01	\$35.24	\$73,299	5	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$36.83	\$76,606			
					03	\$38.44	\$79,955			
					04	\$40.03	\$83,262			
					05	\$41.96	\$87,277			
34	New Hire	DAS	Project Manager Internal Communications	33M	01	\$36.83	\$76,606	4	12/12/2022	Training and experience exceed the minimum qualifications for this position.
					02	\$38.44	\$79,955			
					03	\$40.03	\$83,262			
					04	\$41.96	\$87,277			
					05	\$43.89	\$91,291			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
January 2023**

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

**Dual Employments
Personnel Committee Meeting
January 2023**

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

**Emergency Appointment Report
Personnel Committee Meeting
January 2023**

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
January 2023**

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
January 2023**

<u>Department</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	Berg	Anthony	Park Maint Worker nm	13z3	18z	Park Maint Worker 2 lc	9/30/2022		12/30/2022	Reese Mowbray
Parks	Black	Rebecca	Horticulturist 1 Seasonal	15p	16c	Horticulturist Parks	10/31/2022		1/31/2023	marian french
HHS	Brown	Emily	Parks Naturalist	16c	914e	Horticultural Director	10/18/2022		1/18/2023	Carly Hintz
Parks	Crantz	Jason	Parks Maintenance Worker NM	13z3	18z	Park Maint Wrkr 2 lc	10/2/2022		1/2/2023	Ross Ramsey
Parks	Fink	Robert	Park Worker 4 Seasonal	5102	13z3	Park Maint Worker 2 lc	10/6/2022		1/6/2023	Anthony Berg
Sheriff	Franke	Jeremy	Deputy Sheriff Sgt	22b	24m	Deputy Sheriff Lt	10/16/2022		12/23/2022	James Novtny
Parks	Gagliano	Michael	Natural resources Technician	15z3	24m	natural Resources Coordinator	8/8/2022		11/8/2022	Jeffrey Goliner
Sheriff	Gaudynski	Mark	Deputy Sheriff	17bz	34m	Deputy Sheriff Lt	9/25/2022		12/23/2022	Jeremy Franke
Parks	Gerboth	Martin	Natural resources Coordinator	24m	27nm	Land Resources Operations Sup	8/22/2022		12/22/2022	Greg Collins
Parks	Gollner	Jeffrey	Natural resources Coordinator	24m	27nm	Land Resources Operations Sup	8/8/2022		11/8/2022	David Ingish
Parks	Hannon	Shawn	Natural resources Technician	15z3	24m	natural Resources Coordinator	9/12/2022		12/22/2022	Martin Gerboth
Sheriff	Holton	Douglas	Sheriffs Dept Captain	916e	902e	Deputy Sheriff Director	11/6/2022		2/3/2023	Daniel Hughs
Sheriff	Hughs	Daniel	Deputy Sheriff Director	902e	902e	Admin FAC	10/28/2022		1/25/2023	Denita Ball
Courts	Kelly	Kartha	Administrative Assistant	06p	25m	Executive Assistant	10/17/2022		1/15/2023	Ashley Carter
DAS	Kovacic	Steve	Refrigeration Mechanic	5421	5401	Climate Control Lead	9/25/2022		12/23/2022	Charles Wade
Parks	Landrum	Damon	Lead Park Ranger	05p	24m	Recreational Center Mgr	10/17/2022		1/17/2023	Riley Garcia
Parks	Marquardt	Benjamin	Parks Maintenance Worker	13z3-dc	18z-dc	Park Maint Wrkr 2 IC	11/22/2021		2/22/2022	Randall Streubel
DAS	Mathews	Daniel	Mgr Data Center IT	902e	919e	Chief Technology Officer	10/12/2022		1/12/2022	Tod Huber
Parks	Mowbray	Reese	Park Maintenance Worker 2 lc	18z	24m	Park Unit Coordinator	10/17/2022		1/17/2023	Jessica Herman
DOT	Pfeifer	Gregory	DOT Mechanic	22	25	Lead Mechanic	11/7/2022		1/5/2023	vacant
DAS	Raab	Anthony	Engineer Administrative	34a	38m	Principal Engineer Airport	10/10/2022		1/7/2023	Sean Hayes
DOT	Rittberg	Jennifer	Sr Analyst B&M	33jm	31m	Supervisor Acct.	9/26/2022		12/25/2022	Tamara Molitor
OCC	Rogers	Rhonda	Paralegal	24m	30m	Sr Coordinator Office	12/5/2022		3/5/2023	Jessica Fredrickson
Parks	Roman	Luke	Coordinator Marketing	27	36m	Manager Comm and Marketing	10/26/2022		1/5/2023	Ian Evarett
Sheriff	Stadler	Brian	Corr Offcr Lt	22cmc	916e	Correction Manager	12/4/2022		3/3/2023	Joshua Briggs
Courts	Steib	Josh	Asst Chief Deputy Clerk-Probate	33m	916e	Sr. Administrator Assistant Chief Deputy Cler	10/10/2022		12/24/2022	Tammy Kruczynski
MEO	Tlomak	Wieslawa	Deputy Chief Medical Examiner	905e	905e	Medical Examiner	9/20/2022		12/20/2022	Brian Peterson
BHD	Torres	Sara	Contract Services Coordinator Lead	P010	P013	Manager Contract Network Services	9/19/2022		12/19/2022	Brenda Smith
DAS	Walls	Cassandra	Admin Specialist	07p	29m	Analyst Business Systems	9/25/2022		12/23/2022	Quemesha Madison