



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 23-16

Date: November 8, 2023

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

From: Jacob Davis, 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 December 2023, Personnel Committee Meeting, Reference File 23-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Wisconsin State Statutes:	63.05 (3) , 63.07
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.

Related File No's:	23-16 , 23-120 , 23-302 , 23-312 , 23-825 , 23-751
Previous Action Date(s):	01/17/23, 03/07/23, 04/12/23, 05/09/23, 06/06/23, 7/13/23, 09/05/23

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

Margo.Franklin@milwaukeecountywi.gov

Joseph.Lamers@milwaukeecountywi.gov

Daniel.Laurila@milwaukeecountywi.gov

PREPARED BY:

Jacob Davis, 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 November 3, 2023)

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
December 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	# of Positions	Current Grade	Current		Current Sal Only	New Grade	Recommended			Classification	Percentage	Effective Date	Comp Reason
							Min	Max			Min	Max	New Sal Only				
1	Reclassification	CRC	Facilities Maintenance Worker LPL	Facilities Maintenance Worker HOC	1	23	\$55,036.80	\$63,169.60	\$56,846.40	24OE	\$57,470.40	\$65,644.80	\$58,489.60	Classified	2.89%	12/24/2023	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	CRC	Facilities Maintenance Worker LPL	Facilities Maintenance Worker HOC	1	23	\$55,036.80	\$63,169.60	\$56,846.40	24OE	\$57,470.40	\$65,644.80	\$58,489.60	Classified	2.89%	12/24/2023	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	CRC	Facilities Maintenance Worker LPL	Facilities Maintenance Worker HOC	1	23	\$55,036.80	\$63,169.60		24OE	\$57,470.40	\$65,644.80		Classified	0.00%	12/24/2023	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Strategy, Budget, and Performance	PSB Analyst Continous Improvement	Project Manager Continous Improvement	1	29	\$65,208.00	\$78,124.80	\$71,240.00	33M	\$78,145.60	\$93,121.60	\$79,891.00	Classified	12.14%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	DAS-IMSD	IT Business Relationship Manager	Sr IT Business Relationship Manager	1	917E	\$91,665.60	\$119,142.40	\$116,833.60	917A	\$112,902.40	\$146,723.20	\$124,270.68	Classified	6.37%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	DAS-IMSD	Specialist Pos Parks	Desktop Support II	1	20	\$48,984.00	\$56,846.40	\$52,000.00	25M	\$57,366.40	\$65,228.80	\$59,160.00	Classified	13.77%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	DAS-IMSD	Specialist Pos - Zoo	Desktop Support II	1	20	\$48,984.00	\$56,846.40	\$56,160.00	25M	\$57,366.40	\$65,228.80	\$63,056.40	Classified	12.28%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	DAS	Land Information Officer & GIS Director	IT Senior Manager Business Relationships	1	902E	\$91,187.20	\$135,075.20	\$100,838.00	917A	\$112,902.40	\$146,723.20	\$124,270.68	Classified	23.24%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	Behavioral Health Services	Manager Compliance Contracts	Director of Contract Compliance	1	P011	\$55,515.20	\$85,446.40	\$73,652.80	901E	\$71,947.20	\$105,310.40	\$86,000.00	Classified	16.76%	12/24/2023	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	OEM	Health Data Analytics Specialist	Data Systems Coordinator	1	26M	\$59,467.20	\$68,307.20	\$61,588.80	28M	\$64,376.00	\$74,776.00	\$66,299.00	Classified	7.65%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
11	Reclassification	OEM	Quality Assurance Specialist EMS	Coordinator Quality Assurance OEM	1	16C	\$39,457.60	\$63,190.40	\$60,944.00	26	\$60,673.60	\$71,739.20	\$64,453.00	Classified	5.76%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
12	Reclassification	OEM	Coordinator Quality Assurance OEM	Quality Assurance Lead OEM	1	26	\$60,673.60	\$71,739.20	\$68,515.20	29	\$65,208.00	\$78,124.80	\$71,443.00	Classified	4.27%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
13	Reclassification	DHHS	Housing Program Manager	Director of Supportive Housing Programs	1	33M	\$78,145.60	\$93,121.60	\$84,947.20	901E	\$71,947.20	\$105,310.40	\$96,000.00	Classified	13.01%	12/10/2023	Reclassing position to align job title with job duties and responsibilities.
14	Reclassification	CRC	Maitenance Foreman	Manager Grounds Facilities	1	23	\$55,036.80	\$63,169.60	\$63,170.00	33M	\$78,145.60	\$93,121.60	\$78,146.00	Classified	23.71%	12/24/2023	Reclassing position to align job title with job duties and responsibilities.
15	Advancement	County Executive	Deputy Chief Staff	Deputy Chief Staff	1	901E	\$71,947.20	\$105,310.40	\$86,008.00	901E	\$71,947.20	\$105,310.40	\$90,313.60	Unclassified	5.01%	10/1/2023	Equity issue being addressed
16	Advancement	OEM	Dispatcher	Dispatcher	1	16Z5	\$49,649.60	\$63,190.40	\$49,857.60	16Z5	\$49,649.60	\$63,190.40	\$50,065.60	Classified	0.42%	10/29/2023	Equity issue being addressed
17	Advancement	DAS	Analysyt GIS	Analysyt GIS	1	25	\$58,510.40	\$68,515.20	\$50,252.80	25	\$58,510.40	\$68,515.20	\$54,812.00	Classified	9.07%	12/24/2023	Equity issue being addressed
18	Advancement	DHHS	Deputy DHHS Director	Deputy DHHS Director	1	903E	\$114,566.40	\$139,963.20	\$126,380.80	903E	\$114,566.40	\$139,963.20	\$132,699.84	Unclassified	5.00%	10/15/2023	Equity issue being addressed
19	Advancement	Corp Counsel	Assistant Corporation Counsel	Assistant Corporation Counsel	1	34Z	\$53,372.80	\$129,854.40	\$97,600.00	34Z	\$53,372.80	\$129,854.40	\$122,512.00	Classified	25.52%	12/24/2023	Equity issue being addressed
20	Advancement	Corp Counsel	Assistant Corporation Counsel NR	Assistant Corporation Counsel NR	1	34ZNR	\$57,179.20	\$132,454.40	\$104,561.60	34ZNR	\$57,179.20	\$132,454.40	\$109,782.40	Classified	4.99%	12/24/2023	Equity issue being addressed
21	Advancement	Corp Counsel	Assistant Corporation Counsel NR	Assistant Corporation Counsel NR	1	34ZNR	\$57,179.20	\$132,454.40	\$124,966.40	34ZNR	\$57,179.20	\$132,454.40	\$131,206.40	Classified	4.99%	12/24/2023	Equity issue being addressed
22	Advancement	Airport	Executive Director Airport	Executive Director Airport	1	904E	\$140,959.10	\$199,748.64	\$194,230.40	904E	\$140,959.10	\$199,748.64	\$203,941.92	Unclassified	5.00%	12/24/2023	Equity issue being addressed
23	Advancement	DAS-IMSD	System Security Engineer	System Security Engineer	1	34M	\$81,556.80	\$97,136.00	\$89,024.00	34M	\$81,556.80	\$97,136.00	\$95,344.70	Classified	7.10%	1/7/2024	Equity issue being addressed
24	Advancement	Equity	Research Advocacy Manager	Research Advocacy Manager	1	32M	\$74,776.00	\$89,024.00	\$78,145.60	32M	\$74,776.00	\$89,024.00	\$83,694.00	Classified	7.10%	1/7/2024	Equity issue being addressed
25	Advancement	DAS	Director CBDP	Director CBDP	1	902E	\$91,187.20	\$135,075.20	\$105,830.40	902E	\$91,187.20	\$135,075.20	\$112,507.20	Classified	6.31%	12/24/2023	Equity issue being addressed
26	Advancement	DAS	Director Sustainability	Director Sustainability	1	901E	\$71,947.20	\$105,310.40	\$91,062.40	901E	\$71,947.20	\$105,310.40	\$95,663.00	Unclassified	5.05%	1/7/2024	Equity issue being addressed
27	Advancement	DAS	Director Architecture Engineer	Director Architecture Engineer	1	902E	\$91,187.20	\$135,075.20	\$127,504.00	902E	\$91,187.20	\$135,075.20	\$133,963.00	Unclassified	5.07%	1/7/2024	Equity issue being addressed
28	Advancement	DAS	Director Of Facilities Plan	Director Of Facilities Plan	1	38M	\$96,678.40	\$116,979.20	\$110,177.60	38M	\$96,678.40	\$116,979.20	\$115,733.00	Classified	5.04%	1/7/2024	Equity issue being addressed

Personnel Committee Meeting
Compensation Report
December 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	# of Positions	Current		Current Sal Only	New Grade	Recommended			Classification	Percentage	Effective Date	Comp Reason
						Grade	Min Max			Min	Max	New Sal Only				
29	Advancement	DAS	Engineer Nm	Engineer Nm	1	32Z1	\$61,963.20 \$93,121.60	\$64,209.60	32Z1	\$61,963.20 \$93,121.60	\$66,372.80	Classified	3.37%	1/7/2024	Equity issue being addressed	
30	Advancement	DAS	Engineer Nm	Engineer Nm	1	32Z1	\$61,963.20 \$93,121.60	\$68,515.20	32Z1	\$61,963.20 \$93,121.60	\$70,657.60	Classified	3.13%	1/7/2024	Equity issue being addressed	
31	Advancement	DAS	Sr Engineer Civil-	Sr Engineer Civil-	1	34A	\$93,579.20 \$111,280.00	\$101,649.60	34A	\$93,579.20 \$111,280.00	\$103,750.40	Classified	2.07%	1/7/2024	Equity issue being addressed	
32	Advancement	DAS	Engineer Nm	Engineer Nm	1	32Z1	\$61,963.20 \$93,121.60	\$66,372.80	32Z1	\$61,963.20 \$93,121.60	\$68,515.20	Classified	3.23%	1/7/2024	Equity issue being addressed	
33	Advancement	DAS	Coordinator Construction	Coordinator Construction	1	29A	\$49,025.60 \$76,897.60	\$74,755.20	29A	\$49,025.60 \$76,897.60	\$76,211.20	Classified	1.95%	1/7/2024	Equity issue being addressed	
34	Advancement	DAS	Sr Engineer Civil-	Sr Engineer Civil-	1	34A	\$93,579.20 \$111,280.00	\$97,531.20	34A	\$93,579.20 \$111,280.00	\$99,590.40	Classified	2.11%	1/7/2024	Equity issue being addressed	
35	Advancement	DAS	Sr Engineer Environment	Sr Engineer Environment	1	34A	\$93,579.20 \$111,280.00	\$97,531.20	34A	\$93,579.20 \$111,280.00	\$99,590.40	Classified	2.11%	1/7/2024	Equity issue being addressed	
36	Advancement	DAS	Project Manager Airport	Project Manager Airport	1	34A	\$93,579.20 \$111,280.00	\$99,590.40	34A	\$93,579.20 \$111,280.00	\$101,649.60	Classified	2.07%	1/7/2024	Equity issue being addressed	
37	Advancement	DAS-IMSD	Analyst Applications System IT III	Analyst Applications System IT III	1	28D	\$79,123.20 \$97,635.20	\$92,081.60	28D	\$79,123.20 \$97,635.20	\$95,801.46	Classified	4.04%	1/7/2024	Equity issue being addressed	
38	Advancement	DAS-IMSD	Analyst Applications System IT II	Analyst Applications System IT II	1	24D	\$64,812.80 \$81,972.80	\$68,411.20	24D	\$64,812.80 \$81,972.80	\$73,966.32	Classified	8.12%	1/7/2024	Equity issue being addressed	
39	Advancement	DAS-IMSD	IT Financial Analyst	IT Financial Analyst	1	32M	\$74,776.00 \$89,024.00	\$81,556.80	32M	\$74,776.00 \$89,024.00	\$87,268.14	Classified	7.00%	1/7/2024	Equity issue being addressed	
40	Advancement	CRC	Assistant Superintendent	Assistant Superintendent	1	902E	\$91,187.20 \$135,075.20	\$120,931.20	902E	\$91,187.20 \$135,075.20	\$124,560.80	Unclassified	3.00%	12/24/2023	Equity issue being addressed	
41	Advancement	CRC	Assistant Superintendent	Assistant Superintendent	1	902E	\$91,187.20 \$135,075.20	\$117,603.20	902E	\$91,187.20 \$135,075.20	\$121,132.96	Unclassified	3.00%	12/24/2023	Equity issue being addressed	
42	Advancement	CRC	Security Director	Security Director	1	902E	\$91,187.20 \$135,075.20	\$107,182.40	902E	\$91,187.20 \$135,075.20	\$117,936.00	Unclassified	10.03%	12/24/2023	Equity issue being addressed	
43	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00 \$105,331.20	\$85,092.80	916E	\$81,016.00 \$105,331.20	\$92,019.20	Classified	8.14%	12/24/2023	Equity issue being addressed	
44	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00 \$105,331.20	\$100,235.20	916E	\$81,016.00 \$105,331.20	\$104,998.40	Classified	4.75%	12/24/2023	Equity issue being addressed	
45	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00 \$105,331.20	\$85,092.80	916E	\$81,016.00 \$105,331.20	\$92,019.20	Classified	8.14%	12/24/2023	Equity issue being addressed	
46	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00 \$105,331.20	\$89,107.20	916E	\$81,016.00 \$105,331.20	\$95,014.40	Classified	6.63%	12/24/2023	Equity issue being addressed	
47	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00 \$105,331.20	\$93,163.20	916E	\$81,016.00 \$105,331.20	\$97,011.20	Classified	4.13%	12/24/2023	Equity issue being addressed	
48	Advancement	CRC	Mechanical Maintenance Superintendent HOC	Mechanical Maintenance Superintendent HOC	1	29MN	\$76,148.80 \$100,235.20	\$96,408.00	29MN	\$76,148.80 \$100,235.20	\$100,588.80	Classified	4.34%	12/24/2023	Equity issue being addressed	
49	Advancement	Airport	Airport Operations Coordinator II	Airport Operations Coordinator II	1	25	\$58,510.40 \$68,515.20	\$65,644.80	25	\$58,510.40 \$68,515.20	\$68,515.20	Classified	4.37%	9/17/2023	Equity issue being addressed	
50	Advancement	Airport	Manager Assistant Airport Operations	Manager Assistant Airport Operations	1	30M	\$69,264.00 \$82,596.80	\$74,776.00	30M	\$69,264.00 \$82,596.80	\$79,040.00	Classified	5.70%	9/17/2023	Equity issue being addressed	
51	Advancement	Clerk	Sr Assistant Clerical	Sr Assistant Clerical	1	NR13	\$31,470.40 \$47,216.00	\$41,267.20	NR13	\$31,470.40 \$47,216.00	\$42,093.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
52	Advancement	Clerk	Sr Assistant Clerical	Sr Assistant Clerical	1	NR13	\$31,470.40 \$47,216.00	\$41,267.20	NR13	\$31,470.40 \$47,216.00	\$42,093.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
53	Advancement	Clerk	Sr Assistant Clerical	Sr Assistant Clerical	1	NR13	\$31,470.40 \$47,216.00	\$41,267.20	NR13	\$31,470.40 \$47,216.00	\$42,093.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
54	Advancement	Clerk	Coordinator Committee	Coordinator Committee	1	23M	\$53,955.20 \$61,942.40	\$59,758.40	23M	\$53,955.20 \$61,942.40	\$60,953.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
55	Advancement	Clerk	Coordinator Committee	Coordinator Committee	1	23M	\$53,955.20 \$61,942.40	\$59,758.40	23M	\$53,955.20 \$61,942.40	\$60,953.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
56	Advancement	Clerk	Communication Manager	Communication Manager	1	30M	\$69,264.00 \$82,596.80	\$68,307.20	30M	\$69,264.00 \$82,596.80	\$70,356.00	Classified	3.00%	12/24/2023	Equity issue being addressed	

Personnel Committee Meeting
Compensation Report
December 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	# of Positions	Current Grade	Current		Current Sal Only	New Grade	Recommended				Classification	Percentage	Effective Date	Comp Reason
							Min	Max			Min	Max	New Sal Only					
57	Advancement	Clerk	Deputy County Clerk	Deputy County Clerk	1	901E	\$71,947.20	\$105,310.40	\$88,608.00	901E	\$71,947.20	\$105,310.40	\$93,924.00	Unclassified	6.00%	12/24/2023	Equity issue being addressed	
58	Advancement	Election Commission	Director Election Commision	Director Election Commision	1	902E	\$91,187.20	\$135,075.20	\$91,187.20	902E	\$91,187.20	\$135,075.20	\$93,922.00	Unclassified	3.00%	12/24/2023	Equity issue being addressed	
59	Advancement	Clerk	Assistant Administrative P	Assistant Administrative P	1	NR17	\$39,728.00	\$59,612.80	\$23,389.60	NR17	\$39,728.00	\$59,612.80	\$23,857.00	Classified	2.00%	12/24/2023	Equity issue being addressed	
60	Advancement	Comptroller	Coordinator Budget & Management	Coordinator Budget & Management	1	NR30	\$84,760.00	\$127,129.60	\$93,121.60	NR30	\$84,760.00	\$127,129.60	\$110,000.00	Classified	18.13%	12/24/2023	Equity issue being addressed	
61	Advancement	Comptroller	Capital Project Manager	Capital Project Manager	1	38M	\$96,678.40	\$116,979.20	\$110,177.60	38M	\$96,678.40	\$116,979.20	\$115,000.00	Classified	4.38%	12/24/2023	Equity issue being addressed	
62	Advancement	DAS	Principal Engineer Environment	Principal Engineer Environment	1	38M	\$96,678.40	\$116,979.20	\$107,328.00	38M	\$96,678.40	\$116,979.20	\$116,837.00	Classified	8.86%	1/7/2024	Equity issue being addressed	
63	Advancement	DAS	Principal Engineer Airport-	Principal Engineer Airport-	1	38M	\$96,678.40	\$116,979.20	\$110,032.00	38M	\$96,678.40	\$116,979.20	\$117,876.00	Classified	7.13%	1/7/2024	Equity issue being addressed	
64	Advancement	DAS	Operations and Administrative Manager	Operations and Administrative Manager	1	33M	\$78,145.60	\$93,121.60	\$78,145.60	33M	\$78,145.60	\$93,121.60	\$83,528.00	Classified	6.89%	1/7/2024	Equity issue being addressed	
65	Advancement	DAS	Principal Engineer Civil-	Principal Engineer Civil-	1	38M	\$96,678.40	\$116,979.20	\$107,328.00	38M	\$96,678.40	\$116,979.20	\$116,837.00	Classified	8.86%	1/7/2024	Equity issue being addressed	
66	Advancement	Comptroller	Lead Auditor	Lead Auditor	1	NR25	\$63,336.00	\$94,993.60	\$77,272.00	NR25	\$63,336.00	\$94,993.60	\$82,272.00	Classified	6.47%	10/1/2023	Equity issue being addressed	
67	Advancement	DAS	Office Support Assistant II Nm	Office Support Assistant II Nm	1	NR12	\$29,702.40	\$44,532.80	\$39,603.20	NR12	\$29,702.40	\$44,532.80	\$44,075.00	Classified	11.29%	12/24/2023	Equity issue being addressed	
68	Advancement	Equity	Director of Equity Operations	Director of Equity Operations	1	902E	\$91,187.20	\$135,075.20	\$102,024.00	902E	\$91,187.20	\$135,075.20	\$109,268.00	Classified	7.10%	1/7/2024	Equity issue being addressed	

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-23									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	Office Support Assistant II Nm	02Z1	\$17.97	\$19.04	\$19.04	8/7/2023	Training and experience exceed the minimum qualifications for this position.
2	New Hire	Sheriff	Public Safety Officer	07Z1	\$17.54	\$19.47			
3	New Hire	Airport	Airport Operations Coordinator	22	\$25.42	\$29.30	\$25.42	8/7/2023	Training and experience exceed the minimum qualifications for this position.
4	New Hire	DAS	Purchasing Analyst UF	24M	\$26.58	\$30.95			
5	New Hire	Sheriff	Supervisor Accounting	31M	\$34.30	\$40.84	\$38.50	8/7/2023	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28			
7	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28	\$19.45	8/21/2023	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28			
9	New Hire	D.A.	Paralegal	19Z2	\$24.05	\$29.30	\$29.30	8/21/2023	Training and experience exceed the minimum qualifications for this position.
10	New Hire	DAS	Associate Accountant	20	\$23.55	\$27.33			
11	New Hire	IMSD	Analyst Applications System IT II	24D	\$31.16	\$39.41	\$35.58	8/21/2023	Training and experience exceed the minimum qualifications for this position.
12	New Hire	DAS	Analyst Fiscal & Budget	26M	\$28.59	\$32.84			
13	New Hire	DHHS	Project Manager	33M	\$37.57	\$44.77	\$43.24	8/21/2023	Training and experience exceed the minimum qualifications for this position.
14	New Hire	DHHS	Administrative Assistant DHHS IT	06P	\$19.70	\$25.26			
15	New Hire	Sheriff	Public Safety Officer	07Z1	\$17.54	\$19.47	\$18.25	9/5/2023	Training and experience exceed the minimum qualifications for this position.
16	New Hire	Courts	Assistant Accounting	14	\$19.85	\$22.25			
17	New Hire	Comptroller	Specialist Payroll	18	\$22.25	\$25.42	\$22.88	9/5/2023	Training and experience exceed the minimum qualifications for this position.
18	New Hire	DHHS	Community Intervention Specialist DHHS	24	\$27.11	\$31.56			
19	New Hire	Fleet	Mechanic Fleet	24	\$27.11	\$31.56	\$29.75	9/5/2023	Training and experience exceed the minimum qualifications for this position.
20	New Hire	DHHS	Community Intervention Specialist DHHS	24	\$27.11	\$31.56			

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-23									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
21	New Hire	DHHS	Community Intervention Specialist DHHS	24	\$27.11	\$31.56	\$29.84	9/5/2023	Training and experience exceed the minimum qualifications for this position.
22	New Hire	DHHS	Community Intervention Specialist DHHS	24	\$27.11	\$31.56			
23	New Hire	DHHS	Community Intervention Specialist DHHS	24	\$27.11	\$31.56	\$28.13	9/5/2023	Training and experience exceed the minimum qualifications for this position.
24	New Hire	Parks	Special Projects Coordinator	26	\$29.17	\$34.49			
25	New Hire	HOC	Quality Assurance Coordinator	26	\$29.17	\$34.49	\$33.50	9/5/2023	Training and experience exceed the minimum qualifications for this position.
26	New Hire	Courts	Fiscal Assistant II Nm	04Z1	\$16.96	\$21.62			
27	New Hire	HOC	Correctional Officer I Nm	14Z1	\$26.43	\$29.68	\$26.43	9/18/2023	Training and experience exceed the minimum qualifications for this position.
28	New Hire	Child Support	Human Service Worker Nm	16Z4	\$22.12	\$30.38			
29	New Hire	Courts	Paralegal-Child Support	19L	\$21.59	\$29.30	\$22.75	9/18/2023	Training and experience exceed the minimum qualifications for this position.
30	New Hire	Airport	Airport Maintenance Worker In-Charge Nm	24OE	\$27.63	\$31.56			
31	New Hire	Courts	Deputy Court Clerk	25K	\$24.45	\$30.20	\$24.46	9/18/2023	Training and experience exceed the minimum qualifications for this position.
32	New Hire	D.A.	Account III Da Un	25M	\$27.58	\$31.36			
33	New Hire	County Exec	Director Communication	901E	\$34.59	\$50.63	\$43.50	9/18/2023	Training and experience exceed the minimum qualifications for this position.
34	New Hire	County Exec	Public Affairs Director	901E	\$34.59	\$50.63			
35	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28	\$19.45	10/2/2023	Training and experience exceed the minimum qualifications for this position.
36	New Hire	Courts	Assistant Accounting	14	\$19.85	\$22.25			
37	New Hire	Courts	Assistant Accounting	14	\$19.85	\$22.25	\$19.86	10/2/2023	Training and experience exceed the minimum qualifications for this position.
38	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38			
39	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38	\$24.00	10/2/2023	Training and experience exceed the minimum qualifications for this position.
40	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38			

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Dec-23									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
41	New Hire	Parks	AOC Project Manager	21	\$24.45	\$28.24	\$26.00	10/2/2023	Training and experience exceed the minimum qualifications for this position.
42	New Hire	Fleet	Mechanic Fleet	24	\$27.11	\$31.56			
43	New Hire	M.E.	Investigator Forensic	25	\$28.13	\$32.94	\$28.50	10/2/2023	Training and experience exceed the minimum qualifications for this position.
44	New Hire	DHHS	EMDT Prevention Coordinator	29M	\$31.36	\$37.57			
45	New Hire	D.A.	Clerical Assistant I Nm	03Z1	\$16.00	\$20.24	\$19.25	10/16/2023	Training and experience exceed the minimum qualifications for this position.
46	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28			
47	New Hire	Sheriff	Administrative Assistant	06P	\$19.70	\$25.26	\$21.25	10/16/2023	Training and experience exceed the minimum qualifications for this position.
48	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38			
49	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38	\$28.25	10/16/2023	Training and experience exceed the minimum qualifications for this position.
50	New Hire	Parks	Parks Maintenance Worker	17Z1	\$22.12	\$23.99			
51	New Hire	Parks	Park Maint Worker 2 Ic	20	\$23.55	\$27.33	\$24.00	10/16/2023	Training and experience exceed the minimum qualifications for this position.
52	New Hire	IMSD	Specialist POS	20	\$23.55	\$27.33			
53	New Hire	Fleet	Mechanic Fleet	24	\$27.11	\$31.56	\$30.00	10/16/2023	Training and experience exceed the minimum qualifications for this position.
54	New Hire	Airport	Specialist Airport Prop	28M	\$30.95	\$35.95			
55	New Hire	Airport	Manager Environmental	32M	\$35.95	\$42.80	\$42.31	10/16/2023	Training and experience exceed the minimum qualifications for this position.
56	New Hire	DAS	Associate Project Manager	32Z1	\$30.39	\$45.67			
57	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28	\$19.45	10/30/2023	Training and experience exceed the minimum qualifications for this position.
58	New Hire	Courts	Specialist Clerical Courts	05P	\$18.16	\$23.28			
59	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38	\$26.00	10/30/2023	Training and experience exceed the minimum qualifications for this position.
60	New Hire	DHHS	ADRC Professional	16Z4	\$22.12	\$30.38			
61	New Hire	HOC	Public Relations Manager	30M	\$32.84	\$39.21	\$38.47	10/30/2023	Training and experience exceed the minimum qualifications for this position.

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

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

Dual Employments
Personnel Committee Meeting
December 2023

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
Parks	Elko	Benjamin	Youth Commissioner	55YC	Lifeguard Seasonal	5123
Courts	Yang	Ka	Assistant Chief Deputy Clerk Division	33M	Assistant Chief Deputy Clerk Division	33M

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

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
------	-----------	------------	-------------------	-------	--------	---------------------	---------	-----------

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

Temporary Appointment Report
Personnel Committee Meeting
December 2023

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
-----------	------	-----------------	------------	-------------------	-----------	--------	------------------------------	---------------------	-----------

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

Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
December 2023

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay</u> <u>Range</u>	<u>New Pay</u> <u>Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date</u> <u>Begin</u>	<u>Extended / New</u> <u>End Date</u>	<u>TAHC Date</u> <u>End</u>	<u>Reason</u>
DAS	Dale	Charles	Electrician	5408	5412	Electrician Supervisor	9/11/2023		12/9/2023	Gerald Otto
Zoo	McCormick	Patrick	Zoo Worker III Seasonal	5115	15	Zookeeper Seasonal	8/29/2023		11/29/2023	vacant
IMSD	Murphy	Keith	IT Sr. Manager Applications	917a	919e	Director Applications IT	8/14/2023		11/14/2023	Jaci Bobo
Parks	Ness	Jonah	Park Maintenance Worker	17z1	20	Park Maintenace Worker 2 in charge	10/4/2023		1/4/2024	Stephen Strzelecki
OOE	Phillips	Paula	Director ifEquity Operations	902e	903e	Chief Equity Officer	4/10/2023		7/8/2023	Jeff Roman
IMSD	Smolik	Steve	Applications System Analyst III	28d	37m	Applications Tech Architect Supervisor	8/28/2023		11/28/2023	Dan Vilaneuva
Parks	Stachowiak	Mason	Park Worker 3 Seas	5108	13z3	Park Maintenance Worker Nm	11/22/2021		2/22/2022	Benjamin Marquardt
DOT	Stachowiak	Timothy	Highway Maintenance Worker III	240e	28m	Assistant Highway Mainetenance Supervisor	9/24/2023		12/24/2023	Vacant
Parks	Stasinski	Ryan	Park worker Seasonal Lead	9	05p	Lead Park Ranger	8/6/2023		11/6/2023	Tremaine Montgomery
MEO	Wallace	Greg	Lead Forensic Toxicologist	35m	37m	Manager Toxicology	8/26/2023		11/26/2023	Sara Schreiber
DAS	Wheeler	Gwyn	Project Manager	34a	38m	Principal Project Manager	10/15/2023		1/12/2024	Victoria Navarro
Zoo	Williams	Kari	Coor Conservation Research	27m	902e	Director Animal Mgmt & Health	9/11/2023			Joe Gaspard
DHR	Zaug	Sarah	Manager HR	35M	903e	Director Employee relations	10/11/2023		1/9/2024	Charteisha Carson Clark