


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : October 7, 2014

To : Committee on Finance, Personnel & Audit

FROM : Rick Ceschin, Deputy Director of Human Resources 

SUBJECT : **Informational Report for 11/03/2014**
Finance, Personnel & Audit Committee Meeting

Attached are a series of informational reports listing various personnel transactions that the Chief Human Resources Officer intends to approve for implementation.

The reports are:

- Reclassifications
- Advancements within the pay range
- Reallocations
- 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 October 7, 2014)

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the agenda of the November 3, 2014 Finance, Personnel & Audit Committee Meeting for informational purposes.

RC:jam

Copy: HR Managers

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
3700/3759	Comptroller	RECLASSIFICATION	Accounts Payable Assistant 00004045000006	N/A	1	04P	01 \$ 30,337.86	05P	01 \$ 32,687.19	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	9/28/2014
							02 \$ 31,408.64		02 \$ 33,840.74		
							03 \$ 32,479.42		03 \$ 34,994.71		
							04 \$ 33,550.20		04 \$ 36,148.05		
							05 \$ 34,620.97		05 \$ 37,302.22		
							06 \$ 35,691.75		06 \$ 38,455.35		
							07 \$ 36,762.32		07 \$ 39,608.90		
							08 \$ 37,832.89		08 \$ 40,762.87		
							09 \$ 38,904.30		09 \$ 41,916.00		
3700/3759	Comptroller	RECLASSIFICATION	Accounts Payable Assistant 00004045000005	N/A	1	04P	01 \$ 30,337.86	05P	01 \$ 32,687.19	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	9/28/2014
							02 \$ 31,408.64		02 \$ 33,840.74		
							03 \$ 32,479.42		03 \$ 34,994.71		
							04 \$ 33,550.20		04 \$ 36,148.05		
							05 \$ 34,620.97		05 \$ 37,302.22		
							06 \$ 35,691.75		06 \$ 38,455.35		
							07 \$ 36,762.32		07 \$ 39,608.90		
							08 \$ 37,832.89		08 \$ 40,762.87		
							09 \$ 38,904.30		09 \$ 41,916.00		
3700/3759	Comptroller	RECLASSIFICATION	Accounts Payable Assistant 00004045000003	N/A	1	04P	01 \$ 30,337.86	05P	01 \$ 32,687.19	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	9/28/2014
							02 \$ 31,408.64		02 \$ 33,840.74		
							03 \$ 32,479.42		03 \$ 34,994.71		
							04 \$ 33,550.20		04 \$ 36,148.05		
							05 \$ 34,620.97		05 \$ 37,302.22		
							06 \$ 35,691.75		06 \$ 38,455.35		
							07 \$ 36,762.32		07 \$ 39,608.90		
							08 \$ 37,832.89		08 \$ 40,762.87		
							09 \$ 38,904.30		09 \$ 41,916.00		
3700/3759	Comptroller	RECLASSIFICATION	Accounts Payable Assistant 00004045000001, 2, 4	N/A	3	04P	01 \$ 30,337.86	05P	01 \$ 32,687.19	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention Other:	9/28/2014
							02 \$ 31,408.64		02 \$ 33,840.74		
							03 \$ 32,479.42		03 \$ 34,994.71		
							04 \$ 33,550.20		04 \$ 36,148.05		
							05 \$ 34,620.97		05 \$ 37,302.22		
							06 \$ 35,691.75		06 \$ 38,455.35		
							07 \$ 36,762.32		07 \$ 39,608.90		
							08 \$ 37,832.89		08 \$ 40,762.87		
							09 \$ 38,904.30		09 \$ 41,916.00		

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
3700/3757	Comptroller	RECLASSIFICATION	Payroll Assistant 00001541000001, 4, 12	Payroll Specialist 00004162	3	04P	01 \$ 30,337.86	01 \$ 40,051.12	<input type="checkbox"/>	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	9/28/2014
							02 \$ 31,408.64	02 \$ 41,183.03	<input checked="" type="checkbox"/>		
							03 \$ 32,479.42	03 \$ 42,375.45	<input checked="" type="checkbox"/>		
							04 \$ 33,550.20	04 \$ 44,016.38	<input checked="" type="checkbox"/>		
							05 \$ 34,620.97	05 \$ 45,772.02	<input type="checkbox"/>		
							06 \$ 35,691.75		<input type="checkbox"/>		
							07 \$ 36,762.32		<input type="checkbox"/>		
							08 \$ 37,832.89		<input type="checkbox"/>		
							09 \$ 38,904.30		<input type="checkbox"/>		
							3700/3757	Comptroller	RECLASSIFICATION		
02 \$ 31,408.64	02 \$ 41,183.03	<input checked="" type="checkbox"/>									
03 \$ 32,479.42	03 \$ 42,375.45	<input checked="" type="checkbox"/>									
04 \$ 33,550.20	04 \$ 44,016.38	<input type="checkbox"/>									
05 \$ 34,620.97	05 \$ 45,772.02	<input type="checkbox"/>									
06 \$ 35,691.75		<input type="checkbox"/>									
07 \$ 36,762.32		<input type="checkbox"/>									
08 \$ 37,832.89		<input type="checkbox"/>									
09 \$ 38,904.30		<input type="checkbox"/>									
3700/3757	Comptroller	RECLASSIFICATION	Payroll Assistant 00001541000010	Payroll Specialist 00004162	1	04P				01 \$ 30,337.86	01 \$ 40,051.12
							02 \$ 31,408.64	02 \$ 41,183.03	<input checked="" type="checkbox"/>		
							03 \$ 32,479.42	03 \$ 42,375.45	<input checked="" type="checkbox"/>		
							04 \$ 33,550.20	04 \$ 44,016.38	<input type="checkbox"/>		
							05 \$ 34,620.97	05 \$ 45,772.02	<input type="checkbox"/>		
							06 \$ 35,691.75		<input type="checkbox"/>		
							07 \$ 36,762.32		<input type="checkbox"/>		
							08 \$ 37,832.89		<input type="checkbox"/>		
							09 \$ 38,904.30		<input type="checkbox"/>		
							3700/3757	Comptroller	RECLASSIFICATION	Payroll Assistant 00001541000002	Payroll Specialist 00004162
02 \$ 31,408.64	02 \$ 41,183.03	<input checked="" type="checkbox"/>									
03 \$ 32,479.42	03 \$ 42,375.45	<input checked="" type="checkbox"/>									
04 \$ 33,550.20	04 \$ 44,016.38	<input type="checkbox"/>									
05 \$ 34,620.97	05 \$ 45,772.02	<input type="checkbox"/>									
06 \$ 35,691.75		<input type="checkbox"/>									
07 \$ 36,762.32		<input type="checkbox"/>									
08 \$ 37,832.89		<input type="checkbox"/>									
09 \$ 38,904.30		<input type="checkbox"/>									

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
3700/3757	Comptroller	RECLASSIFICATION	Payroll Assistant 00001541000013	Payroll Specialist 00004162	1	04P	01 \$ 30,337.86 02 \$ 31,408.64 03 \$ 32,479.42 04 \$ 33,550.20 05 \$ 34,620.97 06 \$ 35,691.75 07 \$ 36,762.32 08 \$ 37,832.89 09 \$ 38,904.30	18	01 \$ 40,051.12 02 \$ 41,183.03 03 \$ 42,375.45 04 \$ 44,016.38 05 \$ 45,772.02	<input type="checkbox"/> Immediate Recruitment Need <input checked="" type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/28/2014
3700/3757	Comptroller	RECLASSIFICATION	Payroll Specialist 00004162000001	N/A	1	16	01 \$ 37,856.21 02 \$ 38,861.86 03 \$ 40,051.12 04 \$ 41,183.03 05 \$ 42,375.45	18	01 \$ 40,051.12 02 \$ 41,183.03 03 \$ 42,375.45 04 \$ 44,016.38 05 \$ 45,772.02	<input type="checkbox"/> Immediate Recruitment Need <input checked="" type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/28/2014
3700/3757	Comptroller	RECLASSIFICATION	Payroll Specialist 00004162000002	N/A	1	16	01 \$ 37,856.21 02 \$ 38,861.86 03 \$ 40,051.12 04 \$ 41,183.03 05 \$ 42,375.45	18	01 \$ 40,051.12 02 \$ 41,183.03 03 \$ 42,375.45 04 \$ 44,016.38 05 \$ 45,772.02	<input type="checkbox"/> Immediate Recruitment Need <input checked="" type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/28/2014
4300	HOC	Performance Advancement	Power Plant Operator 0005860000003	N/A	1	20	01 \$ 42,375.45 02 \$ 44,016.36 03 \$ 45,772.02 04 \$ 47,640.05 05 \$ 49,191.28	28M	01 \$ 42,375.45 02 \$ 44,016.38 03 \$ 45,772.02 04 \$ 47,640.05 05 \$ 49,191.28	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Other: Exceptional Performance	10/12/2014

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
4300	HOC	Performance Advancement	Assistant Superintendent	N/A	1	902E	Min \$79,326.21 Mid \$98,422.48 Max \$117,539.76	902E	Min \$79,326.21 Mid \$98,422.48 Max \$117,539.76	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Other: Exceptional Performance	9/14/2014
4500	District Attorney	Performance Advancement	Victim/Witness Supervisor	N/A	1	26M	01 \$51,470.44 02 \$53,294.56 03 \$55,707.12 04 \$56,431.69 05 \$59,117.77	26M	01 \$51,470.44 02 \$53,294.56 03 \$55,707.12 04 \$56,431.69 05 \$59,117.77	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input checked="" type="checkbox"/> Other: Exceptional Performance	10/12/2014
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Supv / DOT 00027580000002, 3	Fleet Supervisor TBD	2	23M	01 \$46,710.45 02 \$48,231.43 03 \$49,818.37 04 \$51,705.73 05 \$53,594.14	28M	01 \$55,707.12 02 \$56,431.69 03 \$59,117.77 04 \$61,746.92 05 \$64,721.45	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Tech I-C / I-C DOT 00027620000007	Lead Mechanic TBD	1	20	01 \$42,375.45 02 \$44,016.38 03 \$45,772.02 04 \$47,640.05 05 \$49,191.28	23	01 \$47,640.05 02 \$49,191.28 03 \$50,809.74 04 \$52,734.49 05 \$54,660.51	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Tech I-C / I-C DOT 0002762000001, 3, 4, 5	Lead Mechanic TBD	4	20	01 \$ 42,375.45 02 \$ 44,016.38 03 \$ 45,772.02 04 \$ 47,640.05 05 \$ 49,191.28	23	01 \$ 47,640.05 02 \$ 49,191.28 03 \$ 50,809.74 04 \$ 52,734.49 05 \$ 54,660.51	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Tech / DOT 00027610000003, 7	Mechanic TBD	2	19	01 \$ 41,183.03 02 \$ 42,375.45 03 \$ 44,016.38 04 \$ 45,772.02 05 \$ 47,640.05	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Tech / DOT 00027610000002, 13, 15, 25	Mechanic TBD	4	19	01 \$ 41,183.03 02 \$ 42,375.45 03 \$ 44,016.38 04 \$ 45,772.02 05 \$ 47,640.05	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Auto And Eq Serv Tech / DOT 00027610000001, 9, 10, 11, 12, 14, 17, 19, 22, 23	Mechanic TBD	10	19	01 \$ 41,183.03 02 \$ 42,375.45 03 \$ 44,016.38 04 \$ 45,772.02 05 \$ 47,640.05	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5300	Fleet	RECLASSIFICATION	Auto And Eq Parts Tech I-C 00006631000001	Parts Manager TBD	1	14	01 \$ 35,724.10 02 \$ 36,814.00 03 \$ 37,856.21 04 \$ 38,861.86 05 \$ 40,051.12	20M	01 \$ 41,548.57 02 \$ 43,157.15 03 \$ 44,879.18 04 \$ 46,710.45 05 \$ 48,231.43	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Accountant 3 00004300000009	Financial Analyst TBD	1	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	26M	01 \$ 51,470.44 02 \$ 53,294.56 03 \$ 55,707.12 04 \$ 56,431.69 05 \$ 59,117.77	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5300	Fleet	RECLASSIFICATION	Clerical Asst 1 00000042000162	Fleet Assistant TBD	1	03P	01 \$ 28,408.07 02 \$ 29,410.78 03 \$ 30,413.07 04 \$ 31,415.99 05 \$ 32,418.92 06 \$ 33,421.42 07 \$ 34,424.34 08 \$ 35,426.63 09 \$ 36,429.55	04P	01 \$ 30,337.86 02 \$ 31,408.64 03 \$ 32,479.42 04 \$ 33,550.20 05 \$ 34,620.97 06 \$ 35,691.75 07 \$ 36,762.32 08 \$ 37,832.89 09 \$ 38,904.30	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	8/3/2014
5700	Architect & Engineering	RECLASSIFICATION	Support Services Manager 00008600000001	Senior Operations and Capital Budget Manager TBD	1	36M	01 \$ 77,066.59 02 \$ 80,609.59 03 \$ 84,095.23 04 \$ 87,640.12 05 \$ 91,185.85	38M	01 \$ 84,095.23 02 \$ 87,640.12 03 \$ 91,185.85 04 \$ 95,868.96 05 \$ 101,761.28	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/14/2014

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5700	Architect & Engineering	RECLASSIFICATION	Managing Architect 00035360000003	Property Assessment Program Manager TBD	1	34A	01 \$ 82,627.17	36M	01 \$ 77,066.59	Immediate Recruitment Need Internal Equity Misclassification x No Incumbent Red Circled Retention Other:	9/14/2014
							02 \$ 84,418.26		02 \$ 80,609.59		
							03 \$ 86,209.55		03 \$ 84,095.23		
							04 \$ 88,000.64		04 \$ 87,640.12		
							05 \$ 89,834.37		05 \$ 91,185.85		
							06 \$ 91,625.46				
							07 \$ 93,480.61				
							08 \$ 95,868.66				
							09 \$ 98,278.34				

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOB CODE & POSITION #	TITLE / JOB CODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5700	Architect & Engineering	RECLASSIFICATION	Architect 00035361000003	Architectural Technician TBD	1	34A	01 \$ 82,627.17 02 \$ 84,418.26 03 \$ 86,209.55 04 \$ 88,000.64 05 \$ 89,834.37 06 \$ 91,625.46 07 \$ 93,480.61 08 \$ 95,868.66 09 \$ 98,278.34	24A	01 \$ 35,369.15 02 \$ 36,744.86 03 \$ 38,142.83 x 04 \$ 39,540.80 x 05 \$ 40,916.30 06 \$ 42,314.27 07 \$ 43,690.19 08 \$ 45,087.95 09 \$ 46,485.71 10 \$ 47,861.42 11 \$ 49,259.39 12 \$ 50,635.10 13 \$ 52,033.07 14 \$ 53,408.58 15 \$ 54,806.75 16 \$ 56,204.51 17 \$ 57,580.43 18 \$ 58,978.19 19 \$ 60,353.90 20 \$ 61,751.66 21 \$ 62,417.47	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	9/14/2014
5700	Architect & Engineering	RECLASSIFICATION	Contract Payment Spec 00035571000001	Accounts Analyst TBD	1	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	24	01 \$ 48,768.81 02 \$ 50,633.90 03 \$ 52,494.37 x 04 \$ 54,355.26 05 \$ 56,815.30	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	9/14/2014
5700	Architect & Engineering	RECLASSIFICATION	Accountant 2 00004200000010	Accountant TBD	1	17	01 \$ 38,861.86 02 \$ 40,051.12 03 \$ 41,183.03 04 \$ 42,375.45 05 \$ 44,016.38	25M	01 \$ 49,645.69 02 \$ 51,470.44 03 \$ 53,294.56 x 04 \$ 55,707.12 05 \$ 56,431.69	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	9/14/2014

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5700	Architect & Engineering	RECLASSIFICATION	Clerical Spec Arch/Eng 00001292000018	Administrative Assistant TBD	1	05P	01 \$ 32,687.19	06P	01 \$ 35,456.04	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention Other:	9/14/2014
							02 \$ 33,840.74		02 \$ 36,707.07		
							03 \$ 34,994.71		03 \$ 37,959.15 x		
							04 \$ 36,148.05		04 \$ 39,210.38 x		
							05 \$ 37,302.22		05 \$ 40,461.41		
							06 \$ 38,455.35		06 \$ 41,712.85		
							07 \$ 39,608.90		07 \$ 42,964.30		
							08 \$ 40,762.87		08 \$ 44,215.96		
							09 \$ 41,916.00		09 \$ 45,467.19		
							5700		Architect & Engineering		
02 \$ 33,840.74	02 \$ 36,707.07										
03 \$ 34,994.71	03 \$ 37,959.15 x										
04 \$ 36,148.05	04 \$ 39,210.38										
05 \$ 37,302.22	05 \$ 40,461.41										
06 \$ 38,455.35	06 \$ 41,712.85										
07 \$ 39,608.90	07 \$ 42,964.30										
08 \$ 40,762.87	08 \$ 44,215.96										
09 \$ 41,916.00	09 \$ 45,467.19										
5700	Architect & Engineering	RECLASSIFICATION	Clerical Spec DPW 00001299000019	Administrative Assistant TBD	1	05P		01 \$ 32,687.19		06P	01 \$ 35,456.04
							02 \$ 33,840.74	02 \$ 36,707.07			
							03 \$ 34,994.71	03 \$ 37,959.15 x			
							04 \$ 36,148.05	04 \$ 39,210.38			
							05 \$ 37,302.22	05 \$ 40,461.41			
							06 \$ 38,455.35	06 \$ 41,712.85			
							07 \$ 39,608.90	07 \$ 42,964.30			
							08 \$ 40,762.87	08 \$ 44,215.96			
							09 \$ 41,916.00	09 \$ 45,467.19			

**Finance, Personnel & Audit Committee Meeting
Compensation Report
OCTOBER 2014**

REVISED 10/9/2014

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.

HIGH/LOW ORG	REQUESTOR	ORDINANCE TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		INFORMATIONAL: Market equitable alignment based on overall job duties/responsibilities, competencies and educational/experience requirement.	Effective Date
			TITLE / JOBCODE & POSITION #	TITLE / JOBCODE & POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE		
5700	Architect & Engineering	RECLASSIFICATION	Clerical Asst 1 00000042000163	Receptionist TBD	1	03P	01 \$ 28,408.07 02 \$ 29,410.78 03 \$ 30,413.07 04 \$ 31,415.99 05 \$ 32,418.92 06 \$ 33,421.42 07 \$ 34,424.34 08 \$ 35,426.63 09 \$ 36,429.55	04PM	01 \$ 29,746.28 02 \$ 30,796.05 03 \$ 31,845.82 04 \$ 32,895.80 05 \$ 33,945.78 06 \$ 34,995.34 07 \$ 36,045.32 08 \$ 37,094.67 09 \$ 38,145.07	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/14/2014
7990	Family Care	RECLASSIFICATION	Accountant III 00004300000020	Accountant TBD	1	21	01 \$ 44,016.38 02 \$ 45,772.02 03 \$ 47,640.05 04 \$ 49,191.28 05 \$ 50,809.74	25M	01 \$ 49,645.69 02 \$ 51,470.44 03 \$ 53,294.56 04 \$ 55,707.12 05 \$ 56,431.69	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/28/2014
7990	Family Care	RECLASSIFICATION	Accountant IV	Accountant Senior TBD	1	25M	01 \$ 49,645.69 02 \$ 51,470.44 03 \$ 53,294.56 04 \$ 55,707.12 05 \$ 56,431.69	28M	01 \$ 55,707.12 02 \$ 56,431.69 03 \$ 59,117.77 04 \$ 61,746.92 05 \$ 64,721.45	<input type="checkbox"/> Immediate Recruitment Need <input type="checkbox"/> Internal Equity <input checked="" type="checkbox"/> Misclassification <input checked="" type="checkbox"/> No Incumbent <input type="checkbox"/> Red Circled <input type="checkbox"/> Retention <input type="checkbox"/> Other:	9/28/2014

RECLASS
DAS FISCAL FORM
10/9/2014

RECLASSIFICATION DAS FISCAL FORM

Department: Comptroller

Date of Reclassification Request: 10/3/2014

Date of Anticipated Reclassification: 11/6/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
1	3700	3700	00004045	Accounts Payable Assistant	04P	01	2	2.0	14.59	1,167	89	658	4	15,313	99,534
2	3700	3700	00004045	Accounts Payable Assistant	04P	08	1	1.0	18.19	1,455	111	689	4	9,022	58,645
3	3700	3700	00004045	Accounts Payable Assistant	04P	09	3	3.0	18.70	1,496	114	694	4	27,653	179,743
4	3700	3700	00001541	Payroll Assistant	04P	01	3	3.0	14.59	1,167	89	658	4	22,969	149,302
5	3700	3700	00001541	Payroll Assistant	04P	02	3	3.0	15.10	1,208	92	662	4	23,555	153,107
6	3700	3700	00001541	Payroll Assistant	04P	03	1	1.0	15.62	1,249	96	667	4	8,047	52,304
7	3700	3700	00001541	Payroll Assistant	04P	05	1	1.0	16.64	1,332	102	676	4	8,437	54,841
8	3700	3700	00001541	Payroll Assistant	04P	09	1	1.0	18.70	1,496	114	694	4	9,218	59,914
9	3700	3700	00004162	Payroll Specialist	16	01	1	1.0	18.20	1,456	111	689	4	9,027	58,673
10	3700	3700	00004162	Payroll Specialist	16	02	1	1.0	18.68	1,495	114	693	4	9,210	59,864
													SUBTOTAL:	142,450	925,925
		RECLASSIFIED POSITION(S)*:													
1	3700	3700	00004045	Accounts Payable Assistant	05P	01	2	2.0	15.72	1,257	96	668	4	16,169	105,100
2	3700	3700	00004045	Accounts Payable Assistant	05P	06	1	1.0	18.49	1,479	113	692	4	9,136	59,382
3	3700	3700	00004045	Accounts Payable Assistant	05P	07	3	3.0	19.04	1,523	117	697	4	28,038	182,246
4	3700	3700	00004162	Payroll Specialist	18	01	3	3.0	19.26	1,540	118	698	4	28,280	183,817
5	3700	3700	00004162	Payroll Specialist	18	01	3	3.0	19.26	1,540	118	698	4	28,280	183,817
6	3700	3700	00004162	Payroll Specialist	18	01	1	1.0	19.26	1,540	118	698	4	9,427	61,272
7	3700	3700	00004162	Payroll Specialist	18	01	1	1.0	19.26	1,540	118	698	4	9,427	61,272
8	3700	3700	00004162	Payroll Specialist	18	01	1	1.0	19.26	1,540	118	698	4	9,427	61,272
9	3700	3700	00004162	Payroll Specialist	18	01	1	1.0	19.26	1,540	118	698	4	9,427	61,272
10	3700	3700	00004162	Payroll Specialist	18	01	1	1.0	19.26	1,540	118	698	4	9,427	61,272
													SUBTOTAL:	157,035	1,020,725
													TOTAL COST:	14,585	94,800

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

Director of Performance, Strategy, and Budget

10-9-14

DATE

RECLASS
 DAS FISCAL FORM
 10/10/2014

ADVANCEMENT WITHIN PAY RANGE DAS FISCAL FORM

Department: House of Correction
 Date of Advancement Request: 10/3/2014
 Date of Anticipated Advancement: 11/6/2014

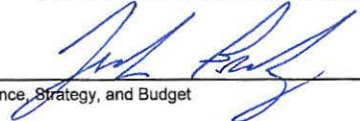
Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
1	4300		0005860	Power Plant Operator	20	02	1	1.0	21.16	1,693	130	715	4	10,149	65,969
2	4300			Assistant Superintendent	902E	01	1	1.0	38.14	3,051	233	861	4	16,583	107,789
													SUBTOTAL:	26,732	173,758
POSITION(S):															
1	4300		0005860	Power Plant Operator	20	04	1	1.0	22.90	1,832	140	730	4	10,809	70,262
2	4300			Assistant Superintendent	902E	08	1	1.0	47.11	3,769	288	939	4	19,984	129,899
													SUBTOTAL:	30,794	200,161
													TOTAL COST:	4,062	26,402

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.


 Director of Performance, Strategy, and Budget

10-10-14
 DATE

RECLASS
DAS FISCAL FORM
10/10/2014

ADVANCEMENT WITHIN PAY RANGE DAS FISCAL FORM

Department: District Attorney
Date of Advancement Request: 10/3/2014
Date of Anticipated Advancement: 11/6/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S):															
1	4500	4500		Victim/Witness Supervisor	26M	02	1	1.0	25.62	2,050	157	753	4	11,840	76,959
													SUBTOTAL:	11,840	76,959
POSITION(S):															
1	4500	4500		Victim/Witness Supervisor	26M	04	1	1.0	27.13	2,170	166	766	4	12,412	80,675
													SUBTOTAL:	12,412	80,675
													TOTAL COST:	572	3,716

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.



Director of Performance, Strategy, and Budget

10-10-14

DATE

RECLASS
DAS FISCAL FORM
10/9/2014

RECLASSIFICATION DAS FISCAL FORM

Department: DOT - Fleet

Date of Reclassification Request: 10/3/2014

Date of Anticipated Reclassification: 11/6/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total	
EXISTING POSITION(S)*:																
1	5300	5300	27580	Auto & Equip Serv DOT	23M	05	2	2.0	25.77	2,061	158	755	4	23,789	154,628	
2	5300	5300	27620	Auto & Equip Serv Tech IC DOT	20	01	1	1.0	20.37	1,630	125	708	4	9,850	64,026	
3	5300	5300	27620	Auto & Equip Serv Tech IC DOT	20	05	4	4.0	23.65	1,892	145	736	4	44,369	288,397	
4	5300	5300	27610	Auto & Equip Serv Tech DOT	19	01	6	6.0	19.80	1,584	121	703	4	57,797	375,679	
5	5300	5300	27610	Auto & Equip Serv Tech DOT	19	05	10	10.0	22.90	1,832	140	730	4	108,095	702,617	
6	5300	5300	6631	Auto & Equip Parts Tech IC DOT	14	05	1	1.0	19.26	1,540	118	698	4	9,427	61,272	
7	5300	5300	4300	Accountant 3	21	05	1	1.0	24.43	1,954	149	743	4	11,387	74,016	
8	5300	5300	42	Clerical Assistant 1	03P	09	1	1.0	17.51	1,401	107	683	4	8,767	56,983	
														SUBTOTAL:	273,480	1,777,619
RECLASSIFIED POSITION(S)*:																
1	5300	5300	TBD	Fleet Supervisor	28M	01	2	2.0	26.78	2,143	164	763	4	24,559	159,634	
2	5300	5300	TBD	Lead Mechanic	23	01	1	1.0	22.90	1,832	140	730	4	10,809	70,262	
3	5300	5300	TBD	Lead Mechanic	23	02	4	4.0	23.65	1,892	145	736	4	44,369	288,397	
4	5300	5300	TBD	Mechanic	21	01	6	6.0	21.16	1,693	130	715	4	60,895	395,816	
5	5300	5300	TBD	Mechanic	21	03	10	10.0	22.90	1,832	140	730	4	108,095	702,617	
6	5300	5300	TBD	Parts Manager	20M	01	1	1.0	19.98	1,598	122	705	4	9,699	63,046	
7	5300	5300	TBD	Financial Analyst	26M	01	1	1.0	24.75	1,980	151	746	4	11,507	74,799	
8	5300	5300	TBD	Fleet Assistant	04P	07	1	1.0	17.67	1,414	108	685	4	8,827	57,377	
														SUBTOTAL:	278,761	1,811,948
														TOTAL COST:	5,281	34,329

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT: Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

Director of Performance, Strategy, and Budget

10-9-14

DATE

RECLASS
DAS FISCAL FORM
10/9/2014

RECLASSIFICATION DAS FISCAL FORM

Department: A & E

Date of Reclassification Request: 10/3/2014

Date of Anticipated Reclassification: 11/6/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
1	5700	5700	000086	Support Services Manager	36M	05	1	1.0	43.84	3,507	268	911	4	18,745	121,842
2	5700	5700	0003536	Managing Architect	34A	03	1	1.0	41.45	3,316	254	890	4	17,838	115,947
3	5700	5700	00035361	Architect	34A	01	1	1.0	39.72	3,178	243	875	4	17,185	111,704
4	5700	5700	00035571	Contract Payment Spec	21	05	1	1.0	24.43	1,954	149	743	4	11,387	74,016
5	5700	5700	000042	Accountant 2	17	01	1	1.0	18.68	1,495	114	693	4	9,210	59,864
6	5700	5700	00001292	Clerical Spec Arch/Eng	05P	01	1	1.0	15.72	1,257	96	668	4	8,085	52,550
7	5700	5700	00001292	Clerical Spec Arch/Eng	05P	05	1	1.0	17.93	1,435	110	687	4	8,926	58,017
8	5700	5700	00001299	Clerical Spec DPW	05P	06	1	1.0	18.49	1,479	113	692	4	9,136	59,382
9	5700	5700	00000042	Clerical Asst 1	05P	09	1	1.0	20.15	1,612	123	706	4	9,766	63,481
													SUBTOTAL:	110,277	716,803
RECLASSIFIED POSITION(S)*:															
1	5700	5700	TBD	Senior Operations and Capital Budget Manager	38M	03	1	1.0	43.84	3,507	268	911	4	18,745	121,842
2	5700	5700	TBD	Property Assessment Program Manager	36M	04	1	1.0	42.13	3,371	258	896	4	18,099	117,642
3	5700	5700	TBD	Architectural Technician	24A	01	1	1.0	17.00	1,360	104	679	4	8,573	55,727
4	5700	5700	TBD	Accounts Analyst	24	03	1	1.0	25.24	2,019	154	750	4	11,694	76,012
5	5700	5700	TBD	Accountant	25M	01	1	1.0	23.87	1,909	146	738	4	11,175	72,637
6	5700	5700	TBD	Administrative Assistant	06P	01	1	1.0	17.05	1,364	104	679	4	8,589	55,830
7	5700	5700	TBD	Administrative Assistant	06P	04	1	1.0	18.85	1,508	115	695	4	9,273	60,277
8	5700	5700	TBD	Administrative Assistant	06P	04	1	1.0	18.85	1,508	115	695	4	9,273	60,277
9	5700	5700	TBD	Receptionist	06P	06	1	1.0	21.26	1,701	130	716	4	10,186	66,206
													SUBTOTAL:	105,607	686,448
													TOTAL COST:	(4,670)	(30,355)

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

Director of Performance, Strategy, and Budget

10-9-14

DATE

RECLASS
DAS FISCAL FORM
10/9/2014

RECLASSIFICATION DAS FISCAL FORM

Department: Family Care

Date of Reclassification Request: 10/3/2014

Date of Anticipated Reclassification: 11/6/2014

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2014 total	Annual Total
EXISTING POSITION(S)*:															
1	7990		000043	Accountant III	21	01	1	1.0	21.16	1,693	130	715	4	10,149	65,969
2	7990			Accountant IV	25M	01	1	1.0	23.87	1,909	146	738	4	11,175	72,637
													SUBTOTAL:	21,324	138,607
RECLASSIFIED POSITION(S)*:															
1	7990		TBD	Accountant	25M	01	1	1.0	23.87	1,909	146	738	4	11,175	72,637
2	7990		TBD	Accountant Senior	28M	01	1	1.0	26.78	2,143	164	763	4	12,280	79,817
													SUBTOTAL:	23,455	152,454
													TOTAL COST:	2,130	13,848

* Pension Fixed Rate for 2014 = 10.80% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

COMMENT/NARRATIVE (optional): Necessary to retain employee in county service.

Director of Performance, Strategy, and Budget

10-9-14

DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
October 2014
Revised 10/9/2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
IMSD	1160	IT Manager - Service Desk	N/A	35M	01	\$ 35.3485	\$ 73,524.85	03	10/01/2014	New Hire Appointment /9 years of direct experience
					02	\$ 37.0512	\$ 77,066.59			
					03	\$ 38.7546	\$ 80,609.59			
					04	\$ 40.4304	\$ 84,095.23			
					05	\$ 42.1347	\$ 87,640.12			
Election Commission	3010	Election Clerk	N/A	01IM	1	\$ 11.2140	\$ 23,325.18	06	09/10/2014	New Hire Appointment /exceeds the minimum qualifications
					2	\$ 11.6045	\$ 24,137.35			
					3	\$ 12.2488	\$ 25,477.45			
					4	\$ 12.5365	\$ 26,075.97			
					5	\$ 12.8674	\$ 26,764.19			
					6	\$ 13.1779	\$ 27,409.98			
					7	\$ 13.4886	\$ 28,056.18			
					8	\$ 13.8641	\$ 28,837.26			
					9	\$ 14.3365	\$ 29,820.02			
					10	\$ 14.8092	\$ 30,803.19			
					11	\$ 15.2819	\$ 31,786.36			
					12	\$ 15.7546	\$ 32,769.54			
					13	\$ 16.2272	\$ 33,752.50			
					14	\$ 16.6997	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			
Election Commission	3010	Election Clerk	N/A	01IM	1	\$ 11.2140	\$ 23,325.18	06	09/09/2014	New Hire Appointment /exceeds the minimum qualifications
					2	\$ 11.6045	\$ 24,137.35			
					3	\$ 12.2488	\$ 25,477.45			
					4	\$ 12.5365	\$ 26,075.97			
					5	\$ 12.8674	\$ 26,764.19			
					6	\$ 13.1779	\$ 27,409.98			
					7	\$ 13.4886	\$ 28,056.18			
					8	\$ 13.8641	\$ 28,837.26			
					9	\$ 14.3365	\$ 29,820.02			
					10	\$ 14.8092	\$ 30,803.19			
					11	\$ 15.2819	\$ 31,786.36			
					12	\$ 15.7546	\$ 32,769.54			
					13	\$ 16.2272	\$ 33,752.50			
					14	\$ 16.6997	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			
Election Commission	3010	Election Clerk	N/A	01IM	1	\$ 11.2140	\$ 23,325.18	06	09/10/2014	New Hire Appointment /exceeds the minimum qualifications
					2	\$ 11.6045	\$ 24,137.35			
					3	\$ 12.2488	\$ 25,477.45			
					4	\$ 12.5365	\$ 26,075.97			
					5	\$ 12.8674	\$ 26,764.19			
					6	\$ 13.1779	\$ 27,409.98			
					7	\$ 13.4886	\$ 28,056.18			
					8	\$ 13.8641	\$ 28,837.26			
					9	\$ 14.3365	\$ 29,820.02			
					10	\$ 14.8092	\$ 30,803.19			
					11	\$ 15.2819	\$ 31,786.36			
					12	\$ 15.7546	\$ 32,769.54			
					13	\$ 16.2272	\$ 33,752.50			
					14	\$ 16.6997	\$ 34,735.47			
					15	\$ 17.1725	\$ 35,718.85			
					01	\$ 11.2140	\$ 23,325.18			
					02	\$ 11.6045	\$ 24,137.35			

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
October 2014
Revised 10/9/2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION								
District Attorney	4500	Administrative Intern	N/A	01IM	03	\$ 12.2488	\$ 25,477.45	07	09/02/2014	New Hire Appointment /5 years of direct experience								
					04	\$ 12.5365	\$ 26,075.97											
					05	\$ 12.8674	\$ 26,764.19											
					06	\$ 13.1779	\$ 27,409.98											
					07	\$ 13.4886	\$ 28,056.18											
					08	\$ 13.8641	\$ 28,837.26											
					09	\$ 14.3365	\$ 29,820.02											
					10	\$ 14.8092	\$ 30,803.19											
					11	\$ 15.2819	\$ 31,786.36											
					12	\$ 15.7546	\$ 32,769.54											
					13	\$ 16.2272	\$ 33,752.50											
					14	\$ 16.6997	\$ 34,735.47											
					15	\$ 17.1725	\$ 35,718.85											
					District Attorney	4500	Clerical Assistant I				N/A	03P	01	\$ 13.6577	\$ 28,408.07	03	09/08/2014	New Hire Appointment /4 years of direct experience
													02	\$ 14.1398	\$ 29,410.78			
03	\$ 14.6217	\$ 30,413.07																
04	\$ 15.1038	\$ 31,415.99																
05	\$ 15.5860	\$ 32,418.92																
06	\$ 16.0680	\$ 33,421.42																
07	\$ 16.5502	\$ 34,424.34																
08	\$ 17.0320	\$ 35,426.63																
09	\$ 17.5142	\$ 36,429.55																
District Attorney	4500	Victim/Witness Advocate	N/A	16A	01	\$ 18.2001	\$ 37,856.21	03	09/29/2014	New Hire Appointment /12 years of related experience								
					02	\$ 18.6836	\$ 38,861.86											
					03	\$ 19.2553	\$ 40,051.12											
					04	\$ 19.7995	\$ 41,183.03											
					05	\$ 20.3728	\$ 42,375.45											
					06	\$ 21.1617	\$ 44,016.38											
					07	\$ 22.0058	\$ 45,772.02											

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
October 2014
Revised 10/9/2014**

^Bold/shaded border denotes rates of incumbents

REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
District Attorney	4500	Paralegal	N/A	19L	01	\$ 18.6836	\$ 38,861.86	03	10/12/2014	New Hire education and experience exceed the minimum required
					02	\$ 19.5244	\$ 40,610.77			
					03	\$ 20.4029	\$ 42,438.05			
					04	\$ 21.3212	\$ 44,348.10			
					05	\$ 22.2806	\$ 46,343.65			
					06	\$ 23.2829	\$ 48,428.48			
					07	\$ 24.3308	\$ 50,608.06			
					08	\$ 25.3531	\$ 52,734.49			
DHHS	8000/8211	Contract Services Coordinator	N/A	27	01	\$ 26.1323	\$ 54,355.26	05	10/01/2014	New Hire education and experience exceed the minimum required
					02	\$ 27.3150	\$ 56,815.30			
					03	\$ 28.5005	\$ 59,281.00			
					04	\$ 29.8571	\$ 62,102.80			
					05	\$ 31.1849	\$ 64,864.51			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
November 3, 2014

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

**Dual Employment Report
Finance, Personnel & Audit Committee Meeting
November 3, 2014**

<u>Organizational Unit</u>	<u>Name</u>	<u>Current Classification</u>	<u>Current Pay Range</u>	<u>Dual Employment</u>	<u>Dual Employment Pay Range</u>
----------------------------	-------------	-------------------------------	--------------------------	------------------------	----------------------------------

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

Emergency Appointment Report
Finance, Personnel & Audit Committee Meeting
November 3, 2014

<u>Requestor</u>	<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title Description</u>	<u>Employee Class</u>	<u>Status</u>	<u>Emergency Appt Date</u>	<u>Pay Range</u>
DAS-IMSD	1176	Buesing	Angela	IT Manager - Service Desk	F	A	3/17/2014	35M
HR	1142	Sanders	Breone	Compensation Asst/HRIS	F	A	5/25/2014	06PM

Temporary Appointment Report
Finance, Personnel & Audit Committee Meeting
November 3, 2014

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS-IMSD	1163	Mangione	Jeremy	87420	Info Systems Intern	I	A	0	6/24/2013	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
November 3, 2014

DEPT	FIRST NAME	LAST NAME	CURRENT JOB TITLE	OLD PAY RANGE	NEW PAY RANGE	TAHC JOB TITLE	ORIG START	EXTENDED/NEW DATE	END DATE	TYPE OF EXT	REASON
DAS-Facilities Mgmt	Gary	Waszak	Fac Mtce Manager	916E	903E	Facilities Management Director	3/10/2014	6/7/2014	12/31/2014	Bd Action	Vacant position
DAS	Michael	Scepanski	Office Support Asst 1	01P	02P	Office Support Asst II	8/4/2014		10/31/2014		Vacant position
HR	Thea	Flasch	HR Coordinator CSE	30M	916E	HR Manager DSS	9/15/2014		12/13/2014		Incumbent retired
Courts	Lynn	Williams	Sr. Asst Clerical	9/23/2014	11/28/2014	Clerical Specialist	9/23/2014		11/28/2014		Incumbent retired
MCSO	Kashka	Meadors	CO1	14Z	23CM	CO LT	8/3/2014		10/31/2014		Incumbent on TAHC
MCSO	Douglas	Holton	Sheriff LT	30M	915E	Sheriff Captain	6/24/2014	9/22/2014	12/20/2014		Incumbent resigned
MCSO	Paul	Hein	CO LT	23CM	915E	CO Manager	6/25/2014	9/23/2014	12/21/2014		Vacant position
MCSO	Ashley	Snider	Fiscal Asst II	4P	5P	Fiscal Specialist	8/25/2014		11/22/2014		Incumbent resigned
MCSO	Tinita	Holmes	CO LT	23CM	916E	CO Manager	6/16/2014	9/13/2014	12/11/2014	HR	Vacant position
MCSO	Daniel	Dittberner	Deputy Sheriff	17BZ	22B	Sheriff Sergeant	8/21/2014		11/18/2014		Vacant position
MCSO	William	Whiting	CO I	14Z	23CM	CO LT	5/25/2014	8/23/2014	11/20/2014	HR	Vacant position
DHHS	Terrell	Martin	Juv Corr Wrkr Supv	33M	33M	Asst Juv Detention Supv	9/9/2014		12/7/2014		Vacant position
DHHS	McArthur	Leflore	HSW Juvenile Justice	16C	26M	HSW Supervisor	9/14/2014		12/12/2014		Incumbent promoted Resign and FMLA (2 vacancies)
Family Care	Jefferlyn	Harper-Harris	Contracts Quality Surveyor	25	29	Quality Improvement Coordinator	8/11/2014		11/4/2014		Incumbent promoted
Family Care	Melissa	Emond	Clerical Asst 1	03P	04P	Secretarial Asst	9/14/2014		12/12/2014		Incumbent retired
Parks	Jill	Organ	Engineer	32A	38M	Plan/Dev Manager	6/22/2014	9/20/2014	12/18/2014		Vacant position
Parks	Thomas	Sudol	Park/Hwy Mtce Wrke	13P	18Z	Park Mtce Worker II-IC	8/31/2014		11/28/2014		Incumbent on TAHC
Parks	Vann	Weeks	Sea Park Worker III	5108	13P	Park/Hwy Mtce Worker	8/31/2014		11/28/2014		Incumbent promoted
Parks	Riley	Garcia	Community Center Supvr	15DC	22M	Community Center Manager	8/24/2014		11/21/2014		Incumbent promoted
Parks	Steven	Kazmierski	Carpenter	5402BT	5403	Carpenter Supervisor	10/6/2014		1/2/2015		Incumbent medical leave
Airport	Kevin	Doyme	Asst Chief Airport Rescue FF	29FM	38M	Chief Airport Rescue FF	3/8/2014	9/4/2014	11/16/2014	Bd Action	Vacant position
Medical Examiner	Sheila	Plowman	Mgmt Asst_ME	06PM	25	Forensic Investigator	7/7/2014	10/4/2014	12/31/2014	HR	Incumbent medical leave

The TAHC has been extended by the Director of DHR. The County Board of Supervisors and the County Executive must approve the second extension to a *vacant unclassified position through adoption of a resolution.*