


COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : November 20, 2015

To : Committee on Finance, Personnel & Audit

FROM : Mike Blickhahn, Director Compensation/HRIS

SUBJECT : **Informational Report for 12/10/2015**
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 November 16, 2015)

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 December 10, 2015 Finance, Personnel & Audit Committee Meeting for informational purposes.

Copy: HR Managers

Finance, Personnel & Audit Committee Meeting
Compensation Report
December 2015

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		
1141/1142	HR	Reclassification	HRIS/Compensation Specialist 00005785000001	HR Systems/Comp Analyst TBD	1	07PM	01 \$ 38,542.19 02 \$ 39,902.93 03 \$ 41,263.04 04 \$ 42,623.36 05 \$ 43,983.47 06 \$ 45,344.00 07 \$ 46,704.11 08 \$ 48,064.22 09 \$ 49,424.96	23M	01 \$ 47,411.10 02 \$ 48,954.88 03 \$ 50,565.63 04 \$ 52,481.31 05 \$ 54,398.03	X Immediate Recruitment Need Internal Equity X Misclassification X No Incumbent Red Circled Retention Other: Exceptional Performance	10/25/2015
1150/1101	DAS Risk	Performance	Safety Manager 00005892000001	N/A	1	32M	01 \$ 65,692.22 02 \$ 68,648.11 03 \$ 71,664.74 04 \$ 74,627.70 05 \$ 78,222.56		01 \$ 65,692.22 02 \$ 68,648.11 03 \$ 71,664.74 04 \$ 74,627.70 05 \$ 78,222.56	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	10/25/2015
4300	HOC	Performance	Fiscal Asst I 00004040000110	N/A	1	03P	01 \$ 28,834.21 02 \$ 29,851.95 03 \$ 30,869.28 04 \$ 31,887.23 05 \$ 32,905.18 06 \$ 33,922.72 07 \$ 34,940.88 08 \$ 35,958.00 09 \$ 36,975.95		01 \$ 28,834.21 02 \$ 29,851.95 03 \$ 30,869.28 04 \$ 31,887.23 05 \$ 32,905.18 06 \$ 33,922.72 07 \$ 34,940.88 08 \$ 35,958.00 09 \$ 36,975.95	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	11/22/2015
4900	Medical Examiner	Performance	Mgmt Asst-ME 00000020000001	N/A	1	06PM	01 \$ 35,285.95 02 \$ 36,531.04 03 \$ 37,776.75 04 \$ 39,021.84 05 \$ 40,267.34 06 \$ 41,512.43 07 \$ 42,758.35 08 \$ 44,003.65 09 \$ 45,248.53		01 \$ 35,285.95 02 \$ 36,531.04 03 \$ 37,776.75 04 \$ 39,021.84 05 \$ 40,267.34 06 \$ 41,512.43 07 \$ 42,758.35 08 \$ 44,003.65 09 \$ 45,248.53	Immediate Recruitment Need Internal Equity Misclassification No Incumbent Red Circled Retention X Other: Exceptional Performance	10/25/2015

**Finance, Personnel & Audit Committee Meeting
Compensation Report
December 2015**

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		
7990/7994	Family Care	Reclassification	Human Ser Wkr Fam Care 00056161000001	Behavioral Health Specialist	1	16C	01 \$ 34,644.90	28	01 \$ 57,667.38	X Immediate Recruitment Need	8/24/2015
							02 \$ 35,452.56		02 \$ 60,170.24	Internal Equity	
							03 \$ 36,260.02		03 \$ 63,034.40	X Misclassification	
							04 \$ 37,366.16		04 \$ 65,837.62	X No Incumbent	
							05 \$ 38,424.05		05 \$ 69,009.41	Red Circled	
							06 \$ 39,444.91			Retention	
							07 \$ 40,651.73			Other: Exceptional Performance	
							08 \$ 41,800.72				
							09 \$ 43,011.07				
							10 \$ 44,676.53				
							11 \$ 46,458.67				
							12 \$ 48,354.80				
							13 \$ 49,929.15				
							14 \$ 51,571.94				
							15 \$ 53,525.47				
							16 \$ 54,527.62				
							17 \$ 55,497.31				
7990/7991	Family Care	Performance	Quality Assurance Specialist 00058036000004	N/A	1	16C	01 \$ 34,644.90	16C	01 \$ 34,644.90	Immediate Recruitment Need	10/25/2015
							02 \$ 35,452.56		02 \$ 35,452.56	Internal Equity	
							03 \$ 36,260.02		03 \$ 36,260.02	Misclassification	
							04 \$ 37,366.16		04 \$ 37,366.16	No Incumbent	
							05 \$ 38,424.05		05 \$ 38,424.05	Red Circled	
							06 \$ 39,444.91		06 \$ 39,444.91	Retention	
							07 \$ 40,651.73		07 \$ 40,651.73	X Other: Exceptional Performance	
							08 \$ 41,800.72		08 \$ 41,800.72		
							09 \$ 43,011.07		09 \$ 43,011.07		
							10 \$ 44,676.53		10 \$ 44,676.53		
							11 \$ 46,458.67		11 \$ 46,458.67		
							12 \$ 48,354.80		12 \$ 48,354.80		
							13 \$ 49,929.15		13 \$ 49,929.15		
							14 \$ 51,571.94		14 \$ 51,571.94		
							15 \$ 53,525.47		15 \$ 53,525.47		
							16 \$ 54,527.62		16 \$ 54,527.62		
							17 \$ 55,497.31		17 \$ 55,497.31		
8000	DHHS	Performance	Psych Soc Wkr 00056900000045	N/A	1	24	01 \$ 49,500.26	24	01 \$ 49,500.26	Immediate Recruitment Need	09/13/2015
							02 \$ 51,393.26		02 \$ 51,393.26	Internal Equity	
							03 \$ 53,281.90		03 \$ 53,281.90	Misclassification	
							04 \$ 55,170.54		04 \$ 55,170.54	No Incumbent	
							05 \$ 57,667.38		05 \$ 57,667.38	Red Circled	
										Retention	
									X	Other: Exceptional Performance	

RECLASS
DAS FISCAL FORM
11/17/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Family Care

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	7990	7994	00056161000001	Human Ser Wkr Fam Care	16C	01	1	1.0	16.66	1,332	102	676	2	4,221	54,869
2	7990	7991	00058036000004	Quality Assurance Specialist	16C	05	1	1.0	18.47	1,478	113	692	2	4,565	59,345
														SUBTOTAL:	8,786
RECLASS POSITION(S)*:															
1	7990	7994	TBD	Behavioral Health Specialist	28	01	1	1.0	27.72	2,218	170	772	2	6,318	82,139
2	7990	7991	00058036000004	Quality Assurance Specialist	16C	07	1	1.0	19.54	1,564	120	701	2	4,768	61,984
														SUBTOTAL:	11,086
														TOTAL COST:	2,301
															29,909

* 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

No

COMMENT/NARRATIVE (optional):

SMP

Director of Performance, Strategy, and Budget

11.17.2015

DATE

RECLASS
DAS FISCAL FORM
11/16/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Human Resources

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate						Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2015 total	
	EXISTING POSITION(S)*:														
1	1140	1142	00005785000001	HRIS/Compensation Specialist	07PM	01	1	1.0	18.53	1,482	113	692	2	4,576	59,485
													SUBTOTAL:	4,576	59,485
	RECLASS POSITION(S)*:														
1	1140	1142	TBD	HR Systems/Comp Analyst	23M	01	1	1.0	22.79	1,824	139	729	2	5,384	69,990
													SUBTOTAL:	5,384	69,990
										TOTAL COST:				808	10,505

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

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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):

SARTH

Director of Performance, Strategy, and Budget

11. 16-2015

DATE _____

RECLASS
DAS FISCAL FORM
11/16/2015

RECLASSIFICATION DAS FISCAL FORM

Department: DAS

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	1151	1101	00005892000001	Safety Manager	32M	04	1	1.0	35.88	2,870	220	842	2	7,864	102,229
														SUBTOTAL:	
														7,864	102,229
RECLASS POSITION(S)*:															
1	1151	1101	00005892000001	Safety Manager	32M	05	1	1.0	37.61	3,009	230	857	2	8,191	106,487
														SUBTOTAL:	
														8,191	106,487
														TOTAL COST:	
														328	4,258

* 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

No

COMMENT/NARRATIVE (optional):


Director of Performance, Strategy, and Budget

11-16-2015
DATE

RECLASS
DAS FISCAL FORM
11/16/2015

RECLASSIFICATION DAS FISCAL FORM

Department: House of Correction

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	4300	4300	00004040000110	Fiscal Asst 1	03P	02	1	1.0	14.35	1,148	88	656	2	3,784	49,192
														SUBTOTAL:	49,192
RECLASS POSITION(S)*:															
1	4300	4300	00004040000110	Fiscal Asst 1	03P	04	1	1.0	15.33	1,226	94	664	2	3,969	51,602
														SUBTOTAL:	51,602
														TOTAL COST:	2,411

* 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

No

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

11/16/2015

DATE

RECLASS
DAS FISCAL FORM
11/16/2015

RECLASSIFICATION DAS FISCAL FORM

Department: Medical Examiner

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	4900	4900	00000020000001	Mgmt Asst - ME	06PM	01	1	1.0	16.96	1,357	104	679	2	4,279	55,628
													SUBTOTAL:	4,279	55,628
RECLASS POSITION(S)*:															
1	4900	4900	00000020000001	Mgmt Asst - ME	06PM	03	1	1.0	18.16	1,453	111	689	2	4,506	58,578
													SUBTOTAL:	4,506	58,578
TOTAL COST:														227	2,950

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


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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

11-16-2015

DATE

RECLASS
DAS FISCAL FORM
11/16/2015

RECLASSIFICATION DAS FISCAL FORM

Department: DHHS

Date of Advancement Request: 12/1/2015

Date of anticipated advancement: 12/1/2015

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	2015 total	Annual Total
EXISTING POSITION(S)*:															
1	8000	8000	00056900000045	Psych Soc Wkr	24	04	1	1.0	26.52	2,122	162	761	2	6,091	79,182
													SUBTOTAL:	6,091	79,182
RECLASS POSITION(S)*:															
1	8000	8000	00056900000045	Psych Soc Wkr	24	05	1	1.0	27.72	2,218	170	772	2	6,318	82,139
													SUBTOTAL:	6,318	82,139
													TOTAL COST:	228	2,958

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

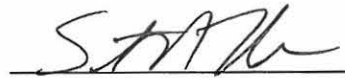
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DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE ADVANCEMENT:

Yes

No

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

11.16.2015

DATE

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
December 2015**

Page 1 of 5

^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
HOC	4300	Fiscal Asst. 1	n/a	03P	01	\$ 13.86	\$ 28,834.21	4	11/22/2015	Promotion
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
District Attorney's Office	4500	Clerical Asst 1	n/a	03P	01	\$ 13.86	\$ 28,834.21	3	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
District Attorney's Office	4500	Clerical Asst 1	n/a	03P	01	\$ 13.86	\$ 28,834.21	3	08/31/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
District Attorney's Office	4500	Clerical Asst 1	n/a	03P	01	\$ 13.86	\$ 28,834.21	3	08/31/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
District Attorney's Office	4500	Clerical Asst 1	n/a	03P	01	\$ 13.86	\$ 28,834.21	3	11/23/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 14.35	\$ 29,851.95			
					03	\$ 14.84	\$ 30,869.28			
					04	\$ 15.33	\$ 31,887.23			
					05	\$ 15.82	\$ 32,905.18			
					06	\$ 16.31	\$ 33,922.72			
					07	\$ 16.80	\$ 34,940.88			
					08	\$ 17.29	\$ 35,958.00			
					09	\$ 17.78	\$ 36,975.95			
Airport	5040	Accountant 3	n/a	21	01	\$ 21.48	\$ 44,676.53	4	12/07/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 22.34	\$ 46,458.67			
					03	\$ 23.25	\$ 48,354.80			
					04	\$ 24.00	\$ 49,929.15			
					05	\$ 24.79	\$ 51,571.94			
Airport	5040	Accountant 3	Accountant 4-NR	25M	01	\$ 24.23	\$ 50,390.29	4	10/12/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 25.12	\$ 52,242.53			
					03	\$ 26.01	\$ 54,093.94			
					04	\$ 27.18	\$ 56,542.72			
					05	\$ 27.54	\$ 57,278.21			

INFORMATIONAL ONLY

Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
December 2015

^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
Airport	5040	Firefighter Equip Oper	n/a	17B	01	\$ 15.33	\$ 44,747.39	2	10/20/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 18.30	\$ 53,439.93			
					03	\$ 19.34	\$ 56,480.03			
					04	\$ 20.10	\$ 58,698.49			
					05	\$ 20.65	\$ 60,307.30			
					06	\$ 21.07	\$ 61,523.98			
					07	\$ 21.49	\$ 62,739.79			
					08	\$ 23.13	\$ 67,532.93			
Airport	5040	Firefighter Equip Oper	n/a	17B	01	\$ 15.33	\$ 44,747.39	2	10/20/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 18.30	\$ 53,439.93			
					03	\$ 19.34	\$ 56,480.03			
					04	\$ 20.10	\$ 58,698.49			
					05	\$ 20.65	\$ 60,307.30			
					06	\$ 21.07	\$ 61,523.98			
					07	\$ 21.49	\$ 62,739.79			
					08	\$ 23.13	\$ 67,532.93			
Airport	5040	Firefighter Equip Oper	n/a	17B	01	\$ 15.33	\$ 44,747.39	2	10/20/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 18.30	\$ 53,439.93			
					03	\$ 19.34	\$ 56,480.03			
					04	\$ 20.10	\$ 58,698.49			
					05	\$ 20.65	\$ 60,307.30			
					06	\$ 21.07	\$ 61,523.98			
					07	\$ 21.49	\$ 62,739.79			
					08	\$ 23.13	\$ 67,532.93			
Health and Human Services	7990	Hum Ser Wkr-Family Care (Long Term Functional Screener)	n/a	16C	01	\$ 16.66	\$ 34,644.90	14	11/23/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Health and Human Services	7990	RN2	n/a	18N	01	\$ 27.18	\$ 56,527.95	9	12/07/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 28.80	\$ 59,894.85			
					03	\$ 30.23	\$ 62,882.98			
					04	\$ 31.53	\$ 65,580.94			
					05	\$ 32.97	\$ 68,569.28			
					06	\$ 33.62	\$ 69,929.39			
					07	\$ 34.28	\$ 71,312.18			
					08	\$ 34.86	\$ 72,516.08			
					09	\$ 35.44	\$ 73,720.19			

INFORMATIONAL ONLY

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
December 2015**

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^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
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	10	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	10	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	8	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			

INFORMATIONAL ONLY

**Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
December 2015**

^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
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	7	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	12	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Health and Human Services	8000	Hum Ser Wkr-Juvenile Justice	n/a	16C	01	\$ 16.66	\$ 34,644.90	7	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 17.04	\$ 35,452.56			
					03	\$ 17.43	\$ 36,260.02			
					04	\$ 17.96	\$ 37,366.16			
					05	\$ 18.47	\$ 38,424.05			
					06	\$ 18.96	\$ 39,444.91			
					07	\$ 19.54	\$ 40,651.73			
					08	\$ 20.10	\$ 41,800.72			
					09	\$ 20.68	\$ 43,011.07			
					10	\$ 21.48	\$ 44,676.53			
					11	\$ 22.34	\$ 46,458.67			
					12	\$ 23.25	\$ 48,354.80			
					13	\$ 24.00	\$ 49,929.15			
					14	\$ 24.79	\$ 51,571.94			
					15	\$ 25.73	\$ 53,525.47			
					16	\$ 26.22	\$ 54,527.62			
					17	\$ 26.68	\$ 55,497.31			
Parks	9000	Senior Exect Asst	n/a	07PM	01	\$ 18.53	\$ 38,542.19	9	09/28/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 19.18	\$ 39,902.93			
					03	\$ 19.84	\$ 41,263.04			
					04	\$ 20.49	\$ 42,623.36			
					05	\$ 21.15	\$ 43,983.47			
					06	\$ 21.80	\$ 45,344.00			
					07	\$ 22.45	\$ 46,704.11			
					08	\$ 23.11	\$ 48,064.22			
					09	\$ 23.76	\$ 49,424.96			

INFORMATIONAL ONLY

Appointments at an Advanced Step of the Pay Range
Finance, Personnel & Audit Committee Report
December 2015

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REQUESTOR	ORG UNIT	PREVIOUS CLASSIFICATION	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
Parks	9000	Budget Manager - Parks	n/a	915E	01	\$ 30.39	\$ 63,220.14	4	10/26/2015	Training and Experience exceed the minimum qualifications for the position
					02	\$ 31.91	\$ 66,380.70			
					03	\$ 33.43	\$ 69,542.51			
					04	\$ 34.95	\$ 72,703.07			
					05	\$ 36.47	\$ 75,864.26			
					06	\$ 37.61	\$ 78,235.87			
					07	\$ 38.75	\$ 80,606.03			
					08	\$ 39.51	\$ 82,186.21			

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REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
December 10, 2015

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

Dual Employment Report
Finance, Personnel & Audit Committee Meeting
December 10, 2015

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

Emergency Appointment Report
Finance, Personnel & Audit Committee Meeting
December 10, 2015

Requestor	Dept	Last Name	First Name	Title Description	Employee Class	Status	Emergency Appt. Date	Pay Range
DAS - Fiscal	1157	Lucas	Jeremy	Analyst Budget and Mgmt	F	A	7/6/2015	26M
DAS - Fiscal	1159	Lukasik	Lara	Analyst Budget and Mgmt	F	A	7/6/2015	26M

Temporary Appointment Report
Finance, Personnel & Audit Committee Meeting
December 10, 2015

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Status	Emp Class	# of Hours in Payroll Period	Temporary Appointment Date	Appointment Type
DTPW - Highway Maintenance	5120	Brown	Andre	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Coleman	Kimberly	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Cruz	Reynaldo	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
IMSD	1163	Davids-Modschiedler	Julian	61010008	Intern IT	I	A	0	7/20/2015	HT
DTPW - Highway Maintenance	5120	Fromm	Barry	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Fugere	Daryl	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5160	Jones	Terrell	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
HR	1141	Kiel	Aimee	61010007	Intern HR	I	A	0	6/22/2015	HT
DTPW - Highway Maintenance	5160	Lessard	Dean	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5160	Maternowski	Kyle	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Schaffer	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Sitarz	Clayton	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5160	Smith	Derek	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5140	Weeks	Vann	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA
DTPW - Highway Maintenance	5110	Woods	Edward	32620	Highway Mtce Wkr 2	F	A	80	11/9/2015	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Finance, Personnel & Audit Committee Meeting
December 10, 2015

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
MSCO	Tameka	Faulkner	Clerical Asst 1	3P	6PM	Adm Asst NR Exempt	9/24/2015		1/9/2016		Vacant position
MSCO	Michael	Hannah	Corr Offcr 1 Sheriff	14Z	23CM	Correction Officer Lt.	9/27/2015		12/16/2015		Incumbent on TAHC
MSCO	Aaron	Dobson	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		1/21/2016		Vacant position
MSCO	Eric	Worden	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	7/26/2015		1/21/2016		Vacant position
MSCO	Brad	Lesslia	Dep Sheriff 1	17BZ	22B	Sheriff Seargent	8/30/2015		11/27/2015		Incumbent Resigned
MSCO	Mark	Witek	Dep Sheriff Lt	30M	915E	Sheriffs Dept Captain	8/30/2015	10/16/2015	1/13/2016		Incumbent Resigned
Parks	Blake	Prusak	Electrical Mech Dot	5409	5412	Electrical Mech Supv	10/26/2015		1/25/2016		Vacant position
Med Exam	Sheila	Plowman	Mgmt Asst - ME	06PM	25	Investigator Forensic-	9/26/2015		12/24/2015		Vacant position
DTPW-Airport	Lidwin	Michael	Auto and Equip Serv Tech	19	20	Auto and Equip Serv Tech DOT	11/1/2015	1/29/2016	1/29/2016		Vacant Position
Airport	Mark	Tiedke	Airport Mtce Wkr	15KZ	26M	Asst Airt Maint Supv	9/19/2015		12/17/2015		Incumbent of TAHC
Zoo	Katie	Gut	Zookeeper	15	17A	Coordinator Elephant Care	10/13/2015		1/10/2016		
Zoo	Amy	Deleon	Hertifage Farm Attdt	09ZB	15	Zookeeper	10/14/2015		1/11/2016		Incumbent out on leave
Courts	Donya	Saffold	Analyst Budget & Mgmt	26	38M	Sr. Financial Manager	7/20/2015	10/12/2015	12/4/2015		Incumbent on TAHC
Courts	Donald	Ness	Deputy Court Clerk	19Z	28M	Deputy Administrator Divison	10/19/2015		1/18/2016		Incumbent out on leave
DHHS	Luciana	Gonzalez	Qual Assur Spec AODA	16C	27M	Adm Coord Alco Drug Prog	10/5/2015		12/31/2015		Vacant Position