

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : May 18, 2018

To : Committee on Personnel

FROM : Dean Legler, Director of Compensation/HRIS, Department of Human Resources 

SUBJECT : **Informational Report for June 2018 Personnel Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

The reports are:

- 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 May 14, 2018)

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 June 7, 2018 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

Personnel Committee Meeting
Compensation Report
June 2018

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Index #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
1	Child Support	Increase within Grade	Legal Counsel-Child Support	N/A	1	34Z1	01 \$ 51,247.87	34Z1	01 \$ 51,247.87	Classified	Department has equity issues related to this position. Increase aligns this position more appropriately with others considering comparable experience and performance.	05/06/2018	6.96%
							02 \$ 54,148.02		02 \$ 54,148.02				
							03 \$ 59,691.22		03 \$ 59,691.22				
							04 \$ 63,844.98		04 \$ 63,844.98				
							05 \$ 68,287.65		05 \$ 68,287.65				
							06 \$ 73,039.82		06 \$ 73,039.82				
							07 \$ 77,051.31		07 \$ 77,051.31				
							08 \$ 83,559.84		08 \$ 83,559.84				
							09 \$ 89,373.86		09 \$ 89,373.86				
							10 \$ 93,718.56		10 \$ 93,718.56				
							11 \$ 99,694.61		11 \$ 99,694.61				
							12 \$ 105,676.27		12 \$ 105,676.27				
							13 \$ 112,016.53		13 \$ 112,016.53				
							14 \$ 118,738.05		14 \$ 118,738.05				
2	Child Support	Increase within Grade	Legal Counsel-Child Support	N/A	1	34Z1	01 \$ 51,247.87	34Z1	01 \$ 51,247.87	Classified	Department has equity issues related to this position. Increase aligns this position more appropriately with others considering comparable experience and performance.	05/06/2018	6.96%
							02 \$ 54,148.02		02 \$ 54,148.02				
							03 \$ 59,691.22		03 \$ 59,691.22				
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							08 \$ 83,559.84		08 \$ 83,559.84				
							09 \$ 89,373.86		09 \$ 89,373.86				
							10 \$ 93,718.56		10 \$ 93,718.56				
							11 \$ 99,694.61		11 \$ 99,694.61				
							12 \$ 105,676.27		12 \$ 105,676.27				
							13 \$ 112,016.53		13 \$ 112,016.53				
							14 \$ 118,738.05		14 \$ 118,738.05				

Appointments at an Advanced Step of the Pay Range
Personnel Committee Report
May 2018

^Bold/shaded border denotes rates of incumbents

Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION	%
Currently, there are no "Appointments at an Advanced Step of the Pay Range" to report.										

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
June 7, 2018

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

**Dual Employment
Personnel Committee Meeting
June 7, 2018**

Organizational Unit	Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
June 7, 2018**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title Description</u>	<u>Class</u>	<u>Status</u>	<u>Emergency Appt Date</u>	<u>AppType</u>	<u>Pay Range</u>
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Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
June 7, 2018**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DAS	1163	Heinrich	Kristian	61010017	Intern Information Technology	I	A	0	1/29/2018	HT
Fleet	5110	Gorgas	Nicholas	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Ortiz	Thomas	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Richardson	Alonte	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5110	Ortiz	Thomas	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Toth	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5120	Welk	Shawn	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5140	Beauchamp	Joyce	32620	Highway Mtce Wkr 2	F	A	80	11/20/2017	TA
Fleet	5140	Sagan	John	32620	Highway Mtce Wkr 2	F	A	80	11/6/2017	TA
Fleet	5160	McQuestion	Andrew	32620	Highway Mtce Wkr 2	F	A	80	10/24/2016	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
June 7, 2018**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>	<u>TAHC Job Description</u>	<u>TAHC Date Begin</u>	<u>Extended / New End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
MCSO	Lock	Catlin	Clerical Assistant II	04Z1	22M	Assistant Office Supervisor	5/7/2018		8/4/2018	Vacant position
MCSO	Plasecki	Brian	Correction Officer I	14Z	23CM	Correction Officer Lt	4/16/2018		7/13/2018	Vacant position
Parks	Toomsen	Sarah	Manager Planning Development	38M	902E	Chief Planning and Develop	5/7/2018		8/5/2018	Vacant position
Zoo	LeDeon	Amy	Heritage Farm Attendant	09Z1	15	Zookeeper	5/8/2018		7/31/2018	Incumbent on FMLA