

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : June 22, 2018

To : Committee on Personnel

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

SUBJECT : **Informational Report for July 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 June 19, 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 July 12, 2018 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Personnel Committee Meeting
Compensation Report
July 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	Parks	Reclassification	Natural Resource Tech IC	N/A	1	21	01 \$ 45,574.53	24M	01 \$ 49,510.27	Classified	Position is difficult to fill and has high turnover. The job duties have changed significantly to include being more actively involved in the management of staff.	07/29/2018	8.01%
							02 \$ 47,392.49		02 \$ 51,403.13				
							03 \$ 49,326.73		03 \$ 53,292.60				
							04 \$ 50,932.73		04 \$ 55,181.22				
							05 \$ 52,608.53		05 \$ 57,679.23				
2	Parks	Reclassification	Natural Resource Tech IC	N/A	4	21	01 \$ 45,574.53	24M	01 \$ 49,510.27	Classified	Position is difficult to fill and has high turnover. The job duties have changed significantly to include being more actively involved in the management of staff.	07/29/2018	9.64%
							02 \$ 47,392.49		02 \$ 51,403.13				
							03 \$ 49,326.73		03 \$ 53,292.60				
							04 \$ 50,932.73		04 \$ 55,181.22				
							05 \$ 52,608.53		05 \$ 57,679.23				
3	Parks	Increase within Salary Grade	Supervisor Aquatics	N/A	1	21M	01 \$ 44,684.85		01 \$ 44,684.85	Classified	Employee is a flight risk and high performer in position.	06/03/2018	6.44%
							02 \$ 46,467.81		02 \$ 46,467.81				
							03 \$ 48,364.07		03 \$ 48,364.07				
							04 \$ 49,938.87		04 \$ 49,938.87				
							05 \$ 51,582.00		05 \$ 51,582.00				
4	Parks	Reclassification	Marketing Public Relations Coordinator	Marketing Coordinator	1	33M	01 \$ 70,027.94	27	01 \$ 56,279.47	Classified	Reclassing position to align salary with job duties and responsibilities.	06/03/2018	0.00%
							02 \$ 73,105.20		02 \$ 58,826.49				
							03 \$ 76,127.71		03 \$ 61,379.66				
							04 \$ 79,794.83		04 \$ 64,301.39				
							05 \$ 83,463.23		05 \$ 67,160.95				
5	Child Support	Increase within Salary Grade	Legal Cnsl Chld Supp 1 NM	N/A	1	34Z1	01 \$ 48,784.11	34Z1	01 \$ 48,784.11	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	06/03/2018	8.10%
							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 \$ 118,738.02		14 \$ 118,738.02				
6	Child Support	Increase within Salary Grade	Legal Cnsl Chld Supp 1 NM	N/A	1	34Z1	01 \$ 48,784.11	34Z1	01 \$ 48,784.11	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	06/03/2018	6.72%
							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 \$ 118,738.02		14 \$ 118,738.02				

Personnel Committee Meeting
Compensation Report
July 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				
7	Child Support	Increase within Salary Grade	Legal Cnsl Chld Supp 1 NM	N/A	1	34Z1	01 \$ 48,784.11	34Z1	01 \$ 48,784.11	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	06/03/2018	5.82%
							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 \$ 118,738.02		14 \$ 118,738.02				
8	District Attorney	Reclassification	Sensitive Crimes Victim Advocate	Victim Witness Supervisor	1	24	01 \$ 50,495.21	26M	01 \$ 53,292.60	Unclassified	Additional supervision is required of 10 employees in the sensitive crimes and child protection and advocacy units.	06/04/2018	0.00%
							02 \$ 52,426.27		02 \$ 55,181.22				
							03 \$ 54,352.87		03 \$ 57,679.23				
							04 \$ 56,279.47		04 \$ 58,429.50				
							05 \$ 58,826.49		05 \$ 61,210.55				
9	Zoo	Reclassification	Admissions & Transportation Supervisor	N/A	1	22M	01 \$ 46,467.81	24M	01 \$ 49,510.27	Classified	This position has been aligned with other Zoo Supervisors in the County.	06/17/2018	7.45%
							02 \$ 48,364.07		02 \$ 51,403.13				
							03 \$ 49,938.87		03 \$ 53,292.60				
							04 \$ 51,582.00		04 \$ 55,181.22				
							05 \$ 53,536.19		05 \$ 57,679.23				
10	Zoo	Reclassification	Locomotive Engineer Zoo	Lead Locomotive Engineer Zoo	1	15LE	01 \$ 40,237.75	19	01 \$ 42,640.91	Classified	Department is going through a re-organization to better match duties to the jobs and allow for succession planning and development as well as balance lead duties.	06/17/2018	2.85%
							02 \$ 41,468.83		02 \$ 43,875.59				
							03 \$ 42,640.91		03 \$ 45,574.53				
									04 \$ 47,392.49				
									05 \$ 49,326.73				
11	DAS	Reclassification	Coordinator Administrative	Budget System Administrator	1	22M	01 \$ 46,467.81	30	01 \$ 60,004.31	Classified	Reclassing position to align salary with job duties and responsibilities.	06/04/2018	0.00%
							02 \$ 48,364.07		02 \$ 62,672.69				
							03 \$ 49,938.87		03 \$ 65,692.02				
							04 \$ 51,582.00		04 \$ 68,648.13				
							05 \$ 53,536.19		05 \$ 71,664.49				
12	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	1	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	05/20/2018	13.92%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						

**Personnel Committee Meeting
Compensation Report
July 2018**

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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
13	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	1	17Z1 RC	00 \$ 44,436.50	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	05/20/2018	12.38%
									02 \$ 46,467.81				
									03 \$ 48,364.07				
									04 \$ 49,938.87				
									05 \$ 51,582.00				
14	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	8	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	05/20/2018	10.33%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						
15	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	1	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	05/05/2018	20.20%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						
16	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	1	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	05/08/2018	0.00%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						
17	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	5	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	06/04/2018	15.48%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						
18	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	1	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	06/04/2018	18.55%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						

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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
19	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	2	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	06/04/2018	21.76%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						
20	HOC	Reclassification	Correctional Officer	Correctional Officer Sergeant	4	14Z1	01 \$ 38,160.82	21M	01 \$ 44,684.85	Classified	Significant changes in scope/ responsibilities over time. Reclassification acknowledges the employees' supervisor responsibilities.	06/04/2018	17.10%
							02 \$ 39,196.37		02 \$ 46,467.81				
							03 \$ 40,237.75		03 \$ 48,364.07				
							04 \$ 41,468.83		04 \$ 49,938.87				
							05 \$ 42,640.91		05 \$ 51,582.00				
							06 \$ 43,835.28						

RECLASS
DAS FISCAL FORM
6/13/2018

RECLASSIFICATION DAS FISCAL FORM

Department: PARKS

Date of Advancement Request:

6/11/2018

Date of anticipated advancement:

7/29/2018

Item	Org Unit	Low Org	Type	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2018 total	Annual Total
EXISTING POSITION(S)*:															
1	9000	9420	Reclassification	Natural Resource Tech IC	21	04	1	1.0	24.73	1,979	151	853	10	29,833	77,567
2	9000	9420	Reclassification	Natural Resource Tech IC	21	05	4	4.0	25.55	2,044	166	862	10	122,495	318,488
3	9000	9010	Reclassification	Marketing Public Relations Coordinator	33M	01	1	1.0	34.00	2,720	208	956	14	54,376	100,984
													SUBTOTAL:	206,705	497,039
RECLASS POSITION(S)*:															
1	9000	9420	Reclassification	Natural Resource Tech IC	24M	04	1	1.0	26.79	2,144	164	876	10	31,837	82,777
2	9000	9420	Reclassification	Natural Resource Tech IC	24M	05	4	4.0	28.01	2,241	171	890	10	132,062	343,362
3	9000	9010	Reclassification	Marketing Coordinator	27	01	1	1.0	27.33	2,186	167	882	14	45,298	84,124
													SUBTOTAL:	209,197	510,263
													TOTAL COST:	2,492	13,224

* Pension Fixed Rate for 2019 = 13.77% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

DATE

6/13/18

RECLASS
DAS FISCAL FORM
6/12/2018

RECLASSIFICATION DAS FISCAL FORM

Department: 2430 Child Support

Date of Advancement Request:

Date of anticipated advancement:

6/11/2018

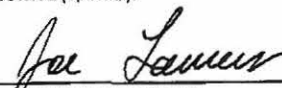
6/3/2018

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	2017 total	Annual Total
EXISTING POSITION(S)*:															
1	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	07	1	1.0	37.41	2,993	229	978	15	63,005	109,209
2	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	08	1	1.0	40.57	3,246	248	1,014	15	67,632	117,228
3	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	12	1	1.0	51.31	4,105	314	1,138	15	83,352	144,478
													SUBTOTAL:	213,989	370,914
RECLASS POSITION(S)*:															
1	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	08	1	1.0	40.57	3,246	248	1,014	15	67,632	117,228
2	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	09	1	1.0	43.40	3,472	266	1,047	15	71,764	124,391
3	2430	2430	00059281	Legal Cnsl Child Supp 1 NM	34Z1	13	1	1.0	54.39	4,351	333	1,173	15	87,859	152,289
													SUBTOTAL:	227,255	393,909
													TOTAL COST:	13,266	22,994

* Pension Fixed Rate for 2017 = 13.36% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):


Director of Performance, Strategy, and Budget

6/11/2018

DATE

RECLASS
DAS FISCAL FORM
6/20/2018

RECLASSIFICATION DAS FISCAL FORM

Department: Zoo

Date of Advancement Request: 6/11/2018

Date of anticipated advancement: 6/17/2018

[illegible]

* Pension Fixed Rate for 2019 = 13.77% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):

Director of Performance, Strategy, and Budget

DATE _____

RECLASS
DAS FISCAL FORM
6/12/2018

RECLASSIFICATION DAS FISCAL FORM

Department: 4300 HOC

Date of Advancement Request: 6/11/2018

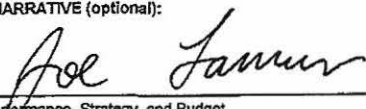
Date of anticipated advancement: 5/20/2018

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	2018 total	Annual Total
EXISTING POSITION(S)*:															
1	4300	4372	00058502	Correctional Officer	14Z1	06	1	1.0	21.07	1,686	129	791	16	41,691	87,749
2	4300	4372	00058571	Correctional Officer	14Z1	06	1	1.0	21.36	1,709	131	794	16	42,137	88,473
3	4300	4372	00058502	Correctional Officer	14Z1	06	7	7.0	21.07	1,686	129	791	16	291,840	474,241
4	4300	4377	00058502	Correctional Officer	14Z1	06	1	1.0	21.07	1,686	129	791	16	41,691	87,749
													SUBTOTAL:	417,360	678,211
REALLOCATE POSITION(S)*:															
1	4300	4372	00058502	Correctional Officer Sergeant	21M	04	1	1.0	24.01	1,921	147	824	16	46,273	76,194
2	4300	4372	00058571	Correctional Officer Sergeant	21M	04	1	1.0	24.01	1,921	147	824	16	46,273	76,194
3	4300	4372	00058502	Correctional Officer Sergeant	21M	03	7	7.0	23.25	1,860	142	816	16	315,639	512,913
4	4300	4377	00058502	Correctional Officer Sergeant	21M	03	1	1.0	23.25	1,860	142	816	16	45,091	73,273
													SUBTOTAL:	453,277	736,575
													TOTAL COST:	35,917	58,355

* Pension Fixed Rate for 2017 = 13.38% of salary (No Impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):


Director of Performance, Strategy, and Budget

6/11/2018
DATE

RECLASS
DAS FISCAL FORM
6/12/2018

RECLASSIFICATION DAS FISCAL FORM

Department: 4300 HOC

Date of Advancement Request: 6/11/2018

Date of anticipated advancement: 6/4/2018

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	2017 total	Annual Total
EXISTING POSITION(S)*:															
1	4300	4372	00058502	Correctional Officer	14Z1	03	3	3.0	19.35	1,548	118	771	15	109,562	190,080
2	4300	4377	00058502	Correctional Officer	14Z1	03	2	2.0	18.35	1,548	118	771	15	73,108	126,720
3	4300	4377	00058502	Correctional Officer	14Z1	02	1	1.0	18.84	1,508	115	765	15	35,821	62,090
4	4300	4371	00058502	Correctional Officer	14Z1	01	2	2.0	18.35	1,468	112	759	15	70,184	121,653
5	4300	4372	00058502	Correctional Officer	14Z1	01	4	4.0	18.35	1,468	112	759	15	140,369	243,306
													SUBTOTAL:	429,143	743,848
REALLOCATE POSITION(S)*:															
1	4300	4372	00058502	Correctional Officer Sergeant	21M	02	3	3.0	22.34	1,787	137	805	15	122,816	212,880
2	4300	4377	00058502	Correctional Officer Sergeant	21M	02	2	2.0	22.34	1,787	137	805	15	81,877	141,920
3	4300	4377	00058502	Correctional Officer Sergeant	21M	02	1	1.0	22.34	1,787	137	805	15	40,939	70,960
4	4300	4371	00058502	Correctional Officer Sergeant	21M	02	2	2.0	22.34	1,787	137	805	15	81,877	141,920
5	4300	4372	00058502	Correctional Officer Sergeant	21M	01	4	4.0	21.48	1,719	131	795	15	158,735	275,140
													SUBTOTAL:	488,243	842,821
											TOTAL COST:			57,100	98,973

* Pension Fixed Rate for 2017 = 13.36% of salary (No impact on Health Insurance of this action)

Based on the attached certification provided by the department there are sufficient funds for the advancement

COMMENT/NARRATIVE (optional):



Director of Performance, Strategy, and Budget

6/11/2018

DATE

DATE _____

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

^Bold/shaded border denotes rates of incumbents

Index #	Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
1	New Hire	District Attorney	N/A	01IM	01	\$ 11.6110	\$ 24,150.88	3	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 12.0154	\$ 24,992.03			
					03	\$ 12.6824	\$ 26,379.39			
					04	\$ 12.9802	\$ 26,998.82			
					05	\$ 13.3229	\$ 27,711.63			
					06	\$ 13.6445	\$ 28,380.56			
					07	\$ 13.9661	\$ 29,049.49			
					08	\$ 14.3549	\$ 29,858.19			
					09	\$ 14.8440	\$ 30,875.52			
					10	\$ 15.3334	\$ 31,893.47			
					11	\$ 15.8229	\$ 32,911.63			
					12	\$ 16.3123	\$ 33,929.58			
					13	\$ 16.8017	\$ 34,947.54			
					14	\$ 17.2909	\$ 35,965.07			
					15	\$ 17.7804	\$ 36,983.23			
2	New Hire	District Attorney	N/A	28D	01	\$ 34.0855	\$ 70,897.88	2	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 35.1077	\$ 73,023.93			
					03	\$ 36.3367	\$ 75,580.29			
					04	\$ 37.7899	\$ 78,603.01			
					05	\$ 39.6793	\$ 82,533.03			
					06	\$ 42.0602	\$ 87,485.11			
3	New Hire	IMSD	N/A	28D	01	\$ 34.0855	\$ 70,897.88	2	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 35.1077	\$ 73,023.93			
					03	\$ 36.3367	\$ 75,580.29			
					04	\$ 37.7899	\$ 78,603.01			
					05	\$ 39.6793	\$ 82,533.03			
					06	\$ 42.0602	\$ 87,485.11			
4	New Hire	Courts	N/A	05P	01	\$ 16.2713	\$ 33,844.32	8	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 16.8455	\$ 35,038.69			
					03	\$ 17.4200	\$ 36,233.69			
					04	\$ 17.9942	\$ 37,427.84			
					05	\$ 18.5687	\$ 38,622.85			
					06	\$ 19.1427	\$ 39,816.79			
					07	\$ 19.7168	\$ 41,010.94			
					08	\$ 20.2913	\$ 42,205.94			
					09	\$ 20.8653	\$ 43,399.89			

INFORMATIONAL ONLY

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

^Bold/shaded border denotes rates of incumbents

Index #	Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
5	New Hire	Airport	N/A	15Z1	01	\$ 19.1730	\$ 39,879.91	7	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 19.3451	\$ 40,237.75			
					03	\$ 19.9369	\$ 41,468.83			
					04	\$ 20.5004	\$ 42,640.91			
					05	\$ 21.0940	\$ 43,875.59			
					06	\$ 21.9108	\$ 45,574.53			
					07	\$ 22.7849	\$ 47,392.49			
					08	\$ 23.7147	\$ 49,326.52			
					09	\$ 24.4869	\$ 50,932.73			
					10	\$ 25.2926	\$ 52,608.53			
6	New Hire	Aging	N/A	06PM	01	\$ 17.3054	\$ 35,995.20	5	06/04/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 17.9160	\$ 37,265.31			
					03	\$ 18.5270	\$ 38,536.06			
					04	\$ 19.1376	\$ 39,806.18			
					05	\$ 19.7484	\$ 41,076.72			
					06	\$ 20.3591	\$ 42,346.83			
					07	\$ 20.9701	\$ 43,617.79			
					08	\$ 21.5808	\$ 44,888.12			
					09	\$ 22.1914	\$ 46,158.02			
7	New Hire	Human Resources	N/A	06PM	01	\$ 17.3054	\$ 35,995.20	4	06/18/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 17.9160	\$ 37,265.31			
					03	\$ 18.5270	\$ 38,536.06			
					04	\$ 19.1376	\$ 39,806.18			
					05	\$ 19.7484	\$ 41,076.72			
					06	\$ 20.3591	\$ 42,346.83			
					07	\$ 20.9701	\$ 43,617.79			
					08	\$ 21.5808	\$ 44,888.12			
					09	\$ 22.1914	\$ 46,158.02			

INFORMATIONAL ONLY

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

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Index #	Reason	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEPS	APPOINTED STEP	APPOINTED DATE	JUSTIFICATION
8	New Hire	DAS- Fiscal Affairs	N/A	12Z1	01	\$ 17.0642	\$ 35,493.44	4	06/18/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 17.4399	\$ 36,275.07			
					03	\$ 17.9664	\$ 37,370.13			
					04	\$ 18.4749	\$ 38,427.85			
					05	\$ 18.9658	\$ 39,448.87			
					06	\$ 19.5459	\$ 40,655.54			
9	New Hire	IMSD	N/A	28D	01	\$ 34.0855	\$ 70,897.88	6	06/18/2018	Training and experience exceed entry level step placement for this position.
					02	\$ 35.1077	\$ 73,023.93			
					03	\$ 36.3367	\$ 75,580.29			
					04	\$ 37.7899	\$ 78,603.01			
					05	\$ 39.6793	\$ 82,533.03			
					06	\$ 42.0602	\$ 87,485.11			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
July 12, 2018

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

**Dual Appointments
Personnel Committee Meeting
July 12, 2018**

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

**Emergency Appointment Report
Personnel Committee Meeting
July 12, 2018**

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

**Temporary Appointment Report
Personnel Committee Meeting
July 12, 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

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
July 12, 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>
Airport	Piontek	Gary	Airport Mtce Wrkr IC NM	15Z3	26M	Asst Airport Maint Supv	6/12/2018	9/10/2018		Vacant Position
Courts	Black	Paula	Deputy Administrator Division	28M	32M	Asst Chief Deputy Clerk	5/7/2018		8/5/2018	Incumbent TAHC'ed
Courts	Hodges	Anna	Asst. Chief Deputy Clerk	32M	902E	Chief Deputy Circuit Court	5/7/2018		8/5/2018	Vacant Position
Courts	Jimenez	Jose	Sr. Assistant Clerical	04P	12	Clerk Court Services	5/7/2018		8/5/2018	Vacant Position
Courts	Smith	Trinette	Specialist Clerical Cts	05P	24M	Supervisor Operations Ct	5/7/2018		8/5/2018	Vacant Position
DHHS	McBride	Brian	Manager, Integrated Services CCs	M010	E003	Director, Wraparound Program	4/29/2018	7/28/2018		Vacant Position
DHHS	Reetz	Jenna	Manager, Program	M008	E001	Associate Director, Wraparound	4/29/2018	7/28/2018		Vacant Position
HOC	Turowski	Noreen	Clerical Assistant I	03Z1	04Z1	Fiscal Assistant II	10/13/2017		6/29/2018	Vacant Position
MCSO	Farrakhan	Rashed	Correction Officer	14Z1	23CM	Correction Officer LT	6/4/2018	9/1/2018		Vacant Position
MCSO	Kruszka	Richard	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt	5/27/2018		8/25/2018	Vacant Position
MCSO	Olson	Annette	Administrative Assistant	06P	24M	Supervisor Office Management	5/14/2018	8/11/2018		Vacant Position
MCSO	Tyler	Kevin	Correction Officer	14Z1	23CM	Correctional Officer LT	6/11/2018	9/8/2018		Vacant Position
Parks	Corrao	Paul	Park Unit Coordinator II	22M	27M	Deputy Regional Operations Manager	5/21/2018		6/11/2018	Vacant Position
Parks	Jones	Alfonzo	Park Maint. Wrkr 2 IC	18Z	22M	Park Unit Coordinator	5/21/2018		8/18/2018	Vacant Position
Parks	Nowakowski	Michael	Park Maint Wrkr	13Z3	18Z	Park Maint Wrkr 2 IC	5/27/2018		8/24/2018	Incumbent TAHC'ed
Parks	Sanchez-Tarmen	Daniel	Park Maint Wrkr 2 IC	18Z	22M	Park Unit Coordinator II	5/21/2018		8/18/2018	Incumbent TAHC'ed
Parks	Santiago	Eduardo	Dep Regional Operations Mgr	27M	902E	Director Ops Field Parks	6/6/2018	9/3/2018		Incumbent TAHC'ed
Parks	Smith	Guy	Director Ops Field Parks	902E	904E	Executive Director Parks Rec Cltr	5/23/2018	8/20/2018		Vacant Position
Parks	Uhan	Brian	Park Maintenance Worker	13Z3	22M	Park Unit Coord	5/24/2018	8/21/2018		Vacant Position
Parks	Yang	Bee	Park Worker 3	5108	13Z3	Park Maintenance Worker	5/27/2018		8/24/2018	Incumbent TAHC'ed
Parks	Zimmerman	Mike	Park Maint Wrkr 2 IC	18Z	24M	Park Unit Coord 2	5/27/2018		8/24/2018	Incumbent on leave
PRB	Gilmore	Adam	Paralegal	19Z2	915E	Admin PRB Ethic Board	4/1/2018		6/25/2018	Vacant Position
Zoo	Doty	Justine	Zoo Worker 3 - Seasonal	5115	15	Zookeeper	5/27/2018		7/7/2018	Vacant Position
Zoo	Mason	Michelle	Heritage Farm Attdt Seasonal	5119	15DC	Zookeeper	6/4/2018		8/24/2018	Vacant Position
Zoo	Teske	Joan	Zookeeper	15	17A	Coordinator Elephant Care	5/24/2018		8/24/2018	Incumbent on leave