

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : March 22, 2019

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Informational Report for April 2019 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 March 18, 2019)

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 April 11, 2019 Personnel Committee Meeting for informational purposes.

Copy: HR Managers

**Personnel Committee Meeting
Compensation Report
April 2019**

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	Aging	Increase within Salary Grade	Human Ser Wkr Aging NM	Human Ser Wkr Aging NM	1	16Z4	01 \$ 41,625.20	16Z4	01 \$ 41,625.20	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	2/11/19	7.42%
							02 \$ 41,883.52		02 \$ 41,883.52				
							03 \$ 43,067.32		03 \$ 43,067.32				
							04 \$ 44,314.35		04 \$ 44,314.35				
							05 \$ 46,030.27		05 \$ 46,030.27				
							06 \$ 47,866.42		06 \$ 47,866.42				
							07 \$ 49,820.00		07 \$ 49,820.00				
							08 \$ 51,442.06		08 \$ 51,442.06				
							09 \$ 53,134.62		09 \$ 53,134.62				
							10 \$ 55,147.35		10 \$ 55,147.35				
							11 \$ 56,179.86		11 \$ 56,179.86				
							12 \$ 57,178.94		12 \$ 57,178.94				
							01 \$ 58,256.02		01 \$ 58,256.02				
							02 \$ 59,013.78		02 \$ 59,013.78				
2	Comptroller	Increase within Salary Grade	Sr. Accountant	Sr. Accountant	1	28M	03 \$ 61,822.76	28M	03 \$ 61,822.76	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	2/25/19	5.77%
							04 \$ 64,572.08		04 \$ 64,572.08				
							05 \$ 67,682.73		05 \$ 67,682.73				
							01 \$ 50,005.37		01 \$ 50,005.37				
							02 \$ 51,917.16		02 \$ 51,917.16				
3	Sheriff	Increase within Salary Grade	Supervisor Office Management	Supervisor Office Management	1	24M	03 \$ 53,825.53	24M	03 \$ 53,825.53	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	3/25/19	7.10%
							04 \$ 55,733.04		04 \$ 55,733.04				
							05 \$ 58,256.02		05 \$ 58,256.02				
							01 \$ 67,682.76		01 \$ 67,682.76				
							02 \$ 70,728.22		02 \$ 70,728.22				
4	Sheriff	Increase within Salary Grade	Accounting Manager	Accounting Manager	1	32M	03 \$ 73,836.25	32M	03 \$ 73,836.25	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	3/25/19	8.01%
							04 \$ 76,888.99		04 \$ 76,888.99				
							05 \$ 80,592.78		05 \$ 80,592.78				
							01 \$ 50,005.37		01 \$ 50,005.37				
							02 \$ 51,917.16		02 \$ 51,917.16				
5	Sheriff	Increase within Salary Grade	Supervisor Office Management	Supervisor Office Management	1	24M	03 \$ 53,825.53	24M	03 \$ 53,825.53	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	3/25/19	7.10%
							04 \$ 55,733.04		04 \$ 55,733.04				
							05 \$ 58,256.02		05 \$ 58,256.02				
							01 \$ 82,961.01		01 \$ 82,961.01				
							02 \$ 102,928.07		02 \$ 102,928.07				
6	Sheriff	Increase within Salary Grade	Deputy Sheriff Dir	Deputy Sheriff Dir	3	902E	03 \$ 122,918.02	902E	03 \$ 122,918.02	Unclassified	Equity issues being addressed. Emp 1 \$88,910 - \$97,801, Emp 2 \$93,848 - \$103,232, Emp 3 \$93,948 - \$103,343.	3/25/19	10.00%
7	DAS	Reclassification	Dir Central Business Office	Sr. Manager CBO	1	902E	01 \$ 82,961.01	38M	01 \$ 87,943.15	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 102,928.07		02 \$ 91,650.15				
							03 \$ 122,918.02		03 \$ 95,358.23				
									04 \$ 100,255.47				
									05 \$ 106,417.53				

Personnel Committee Meeting
Compensation Report
April 2019

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				
8	DAS	Increase within Salary Grade	Manager GIS	Manager GIS	1	34M	01 \$ 73,836.25	34M	01 \$ 73,836.25	Classified	Equity issues being addressed. Increase supported by specialized experience and job performance.	3/25/19	12.57%
							02 \$ 76,888.99		02 \$ 76,888.99				
							03 \$ 80,592.78		03 \$ 80,592.78				
							04 \$ 84,297.86		04 \$ 84,297.86				
							05 \$ 87,943.15		05 \$ 87,943.15				
9	County Board	Reclassification	Admin Sec 2 - Exec Sec	Sr. Constituent Svc Spclst	1	23M	01 \$ 48,847.71	28M	01 \$ 58,256.02	Classified	Reclassing position to align salary with job duties and responsibilities.	3/11/19	16.15%
							02 \$ 50,438.26		02 \$ 59,013.78				
							03 \$ 52,097.82		03 \$ 61,822.76				
							04 \$ 54,071.55		04 \$ 64,572.08				
							05 \$ 56,046.35		05 \$ 67,682.73				
10	Airport	Reclassification	Sr Accountant	Supervisor Accounting	1	28M	01 \$ 58,256.02	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	8.66%
							02 \$ 59,013.78		02 \$ 67,682.76				
							03 \$ 61,822.76		03 \$ 70,728.22				
							04 \$ 64,572.08		04 \$ 73,836.25				
							05 \$ 67,682.73		05 \$ 76,889.20				
11	Airport	Reclassification	Sr Accountant	Supervisor Accounting	1	28M	01 \$ 58,256.02	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 59,013.78		02 \$ 67,682.76				
							03 \$ 61,822.76		03 \$ 70,728.22				
							04 \$ 64,572.08		04 \$ 73,836.25				
							05 \$ 67,682.73		05 \$ 76,889.20				
12	Airport	Reclassification	Marketing & Advertising Coordinator	Marketing Coordinator	1	33M	01 \$ 70,728.22	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 73,836.25		02 \$ 67,682.76				
							03 \$ 76,888.99		03 \$ 70,728.22				
							04 \$ 80,592.78		04 \$ 73,836.25				
							05 \$ 84,297.86		05 \$ 76,889.20				
13	Airport	Reclassification	Airport Mktg and Pub Rel Mgr	Marketing Coordinator	1	33M	01 \$ 70,728.22	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 73,836.25		02 \$ 67,682.76				
							03 \$ 76,888.99		03 \$ 70,728.22				
							04 \$ 80,592.78		04 \$ 73,836.25				
							05 \$ 84,297.86		05 \$ 76,889.20				
14	Airport	Reclassification	Analyst Aviation	Analyst Aviation	1	33M	01 \$ 70,728.22	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 73,836.25		02 \$ 67,682.76				
							03 \$ 76,888.99		03 \$ 70,728.22				
							04 \$ 80,592.78		04 \$ 73,836.25				
							05 \$ 84,297.86		05 \$ 76,889.20				
15	Airport	Reclassification	Analyst Aviation	Analyst Aviation	1	33M	01 \$ 70,728.22	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 73,836.25		02 \$ 67,682.76				
							03 \$ 76,888.99		03 \$ 70,728.22				
							04 \$ 80,592.78		04 \$ 73,836.25				
							05 \$ 84,297.86		05 \$ 76,889.20				
16	Airport	Reclassification	Analyst Air Services	Analyst Air Services	1	33M	01 \$ 70,728.22	31M	01 \$ 64,572.16	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 73,836.25		02 \$ 67,682.76				
							03 \$ 76,888.99		03 \$ 70,728.22				
							04 \$ 80,592.78		04 \$ 73,836.25				
							05 \$ 84,297.86		05 \$ 76,889.20				

**Personnel Committee Meeting
Compensation Report
April 2019**

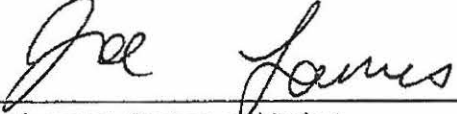
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			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE				
17	Airport	Increase within Salary Grade	Intern Airport	Intern Airport	1	01IM	01 \$ 24,392.39	01IM	01 \$ 24,392.39	Classified	Equity issues being addressed; increase is more in line with others in the same position with comparable experience and job performance.	2/25/19	13.97%
							02 \$ 25,241.95		02 \$ 25,241.95				
							03 \$ 26,643.19		03 \$ 26,643.19				
							04 \$ 27,268.80		04 \$ 27,268.80				
							05 \$ 27,988.75		05 \$ 27,988.75				
							06 \$ 28,664.37		06 \$ 28,664.37				
							07 \$ 29,339.98		07 \$ 29,339.98				
							08 \$ 30,156.77		08 \$ 30,156.77				
							09 \$ 31,184.28		09 \$ 31,184.28				
							10 \$ 32,212.41		10 \$ 32,212.41				
							11 \$ 33,240.75		11 \$ 33,240.75				
							12 \$ 34,268.88		12 \$ 34,268.88				
							13 \$ 35,297.01		13 \$ 35,297.01				
							14 \$ 36,324.72		14 \$ 36,324.72				
							15 \$ 37,353.06		15 \$ 37,353.06				
18	IMSD	Reclassification	Adm Asst	Administrative Coordinator	1	06P	01 \$ 37,078.42	22M	01 \$ 46,932.49	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	1.48%
							02 \$ 38,386.53		02 \$ 48,847.71				
							03 \$ 39,695.91		03 \$ 50,438.26				
							04 \$ 41,004.45		04 \$ 52,097.82				
							05 \$ 42,312.76		05 \$ 54,071.55				
							06 \$ 43,621.51						
							07 \$ 44,930.04						
							08 \$ 46,239.22						
							09 \$ 47,547.53						
19	IMSD	Reclassification	Manager Solution Desig Del	Manager Applications IT	1	38M	01 \$ 87,943.15	917E	01 \$ 82,967.47	Classified	Reclassing position to align salary with job duties and responsibilities.	3/25/19	0.00%
							02 \$ 91,650.15		02 \$ 87,116.15				
							03 \$ 95,358.23		03 \$ 91,263.55				
							04 \$ 100,255.47		04 \$ 95,412.02				
							05 \$ 106,417.53		05 \$ 99,560.71				
									06 \$ 102,672.59				
									07 \$ 105,783.20				
									08 \$ 107,857.43				

April 2019 Monthly Transaction Fiscal Effect Form

Item #	Department	Old Title	New Title	Salary Old	Salary New	Salary Variance	2019 Variance	Effective Date	Funding Source
1	7900 - Aging	Human Ser Wkr Aging NM	Human Ser Wkr Aging NM	\$ 44,314	\$ 47,866	\$ 3,552	\$ 3,143	2/11/2019	Unused 2018 DOSAA
2	3700 - Comptroller	Sr Accountant	Sr Accountant	\$ 58,256	\$ 61,823	\$ 3,567	\$ 3,020	2/25/2019	Unused 2018 DOSAA
3	4000 - Sheriff	Supervisor Office Management	Supervisor Office Management	\$ 50,005	\$ 53,826	\$ 3,820	\$ 2,941	3/25/2019	Unused 2018 DOSAA
4	4000 - Sheriff	Accounting-Manager	Accounting-Manager	\$ 70,728	\$ 76,889	\$ 6,161	\$ 4,743	3/25/2019	Unused 2018 DOSAA
5	4000 - Sheriff	Supervisor Office Management-	Supervisor Office Management-	\$ 50,005	\$ 53,826	\$ 3,820	\$ 2,941	3/25/2019	Unused 2018 DOSAA
6.1	4000 - Sheriff	Deputy Sheriff Dir	Deputy Sheriff Dir	\$ 93,848	\$ 103,232	\$ 9,385	\$ 7,225	3/25/2019	Unused 2018 DOSAA
6.2	4000 - Sheriff	Deputy Sheriff Dir	Deputy Sheriff Dir	\$ 93,948	\$ 103,343	\$ 9,395	\$ 7,233	3/25/2019	Unused 2018 DOSAA
6.3	4000 - Sheriff	Deputy Sheriff Dir	Deputy Sheriff Dir	\$ 88,910	\$ 97,801	\$ 8,891	\$ 6,845	3/25/2019	Unused 2018 DOSAA
7	1151 - DAS	Director Central Business Office	Senior Manager CBO	\$ 100,766	\$ 96,312	\$ (4,454)	\$ (3,429)	3/25/2019	n/a
8	1151 - DAS	Manager GIS	Manager GIS	\$ 76,889	\$ 87,943	\$ 11,054	\$ 8,510	3/25/2019	Document Recording Fees
9	1000 - County Board	Adm Sec 2 - Exec Sec	Sr. Constituent Svc Spclst	\$ 48,848	\$ 58,256	\$ 9,408	\$ 7,604	3/11/2019	Fund Transfer from Services
10	5040 - Airport	Sr Accountant	Supervisor Accounting-	\$ 61,823	\$ 70,728	\$ 8,905	\$ 6,856	3/25/2019	Airline Revenue / Reclass Savings
11	5040 - Airport	Sr Accountant	Supervisor Accounting-	\$ 61,823	\$ 71,436	\$ 9,613	\$ 7,401	3/25/2019	Airline Revenue / Reclass Savings
12	5040 - Airport	Marketing and Advertising Coor	Marketing Coodinator	\$ 84,298	\$ 76,889	\$ (7,409)	\$ (5,704)	3/25/2019	n/a
13	5040 - Airport	Airport Mktg and Pub Rel Mgr	Marketing Coodinator	\$ 84,298	\$ 76,889	\$ (7,409)	\$ (5,704)	3/25/2019	n/a
14	5040 - Airport	Analyst Aviation	Analyst Aviation	\$ 76,889	\$ 70,728	\$ (6,161)	\$ (4,743)	3/25/2019	n/a
15	5040 - Airport	Analyst Aviation	Analyst Aviation	\$ 70,728	\$ 70,728	\$ -	\$ -	3/25/2019	n/a
16	5040 - Airport	Analyst Air Services	Analyst Air Services	\$ 76,889	\$ 70,728	\$ (6,161)	\$ (4,743)	3/25/2019	n/a
17	5040 - Airport	Intern Airprt	Intern Airprt	\$ 25,242	\$ 29,340	\$ 4,098	\$ 3,469	2/25/2019	Airline Revenue / Reclass Savings
18	1160 - DAS-IMSD	Adm Asst	Administrative Coordinator	\$ 46,239	\$ 46,932	\$ 693	\$ 534	3/25/2019	Fund Transfer from Services
19	1160 - DAS-IMSD	Manager Solution Desig Del	Manager IT Apps	\$ 95,844	\$ 98,461	\$ 2,617	\$ 2,015	3/25/2019	Fund Transfer from Services

The department has certified that sufficient funds are available for the advancement in the stated funding source


 Director of Performance, Strategy, and Budget

3/19/19
 Date

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

March 2019

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	Pay Grade	# OF STEP^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
1	New Hire	AIRPORT, GMIA, TIMMERMAN	ASST AIRPORT PUB SAFE/SEC MGR	28M	01	28.007704	58256.02432	5	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	28.372011	59013.78288			
					03	29.722482	61822.76256			
					04	31.044269	64572.07952			
					05	32.539776	67682.73408			
2	New Hire	AIRPORT, GMIA, TIMMERMAN	HVAC MECH 1	20	01	21.3049762	44314.35049	2	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	22.12993821	46030.27147			
					03	23.01270011	47866.41622			
					04	23.9519225	49819.99879			
					05	24.73175732	51442.05523			
3	New Hire	AIRPORT, GMIA, TIMMERMAN	AIRPORT MTCE WORKER NM	20OE	01	22.7849	47392.592	2	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	23.7148	49326.784			
					03	24.4869	50932.752			
					04	25.2926	52608.608			
					05	26.2506	54601.248			
4	New Hire	CORPORATION COUNSEL	ASSISTANT CORPORATION COUNSEL	34Z	01	23.688439	49271.95312	10	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	26.293027	54689.49616			
					03	28.984677	60288.12816			
					04	31.001647	64483.42576			
					05	33.158906	68970.52448			
					06	35.466453	73770.22224			
					07	37.414339	77821.82512			
					08	40.57473	84395.4384			
					09	43.397882	90267.59456			
					10	45.50757	94655.7456			
					11	48.409401	100691.5541			
					12	51.313959	106733.0347			
					13	54.392641	113136.6933			
					14	57.656456	119925.4285			
5	New Hire	CORPORATION COUNSEL	ASSISTANT CORPORATION COUNSEL	34Z	01	23.688439	49271.95312	12	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	26.293027	54689.49616			
					03	28.984677	60288.12816			
					04	31.001647	64483.42576			
					05	33.158906	68970.52448			
					06	35.466453	73770.22224			
					07	37.414339	77821.82512			
					08	40.57473	84395.4384			
					09	43.397882	90267.59456			
					10	45.50757	94655.7456			
					11	48.409401	100691.5541			
					12	51.313959	106733.0347			
					13	54.392641	113136.6933			
					14	57.656456	119925.4285			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

March 2019

								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	Pay Grade	# OF STEP^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
6	New Hire	DAS - IMSD	ADM ASST	06P	01	17.82616487	37078.42293	8	2/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	18.4550606	38386.52605			
					03	19.08457451	39695.91499			
					04	19.7136763	41004.44671			
					05	20.34267506	42312.76413			
					06	20.97187989	43621.51016			
					07	21.60098168	44930.04189			
					08	22.23039256	46239.21652			
					09	22.85939132	47547.53394			
7	New Hire	DAS - IMSD	DATA ARCHITECT	36M	01	38.74652971	80592.78179	4	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	40.52781711	84297.85958			
					03	42.28035911	87943.14694			
					04	44.06257378	91650.15346			
					05	45.8453036	95358.23148			
8	New Hire	DAS-FISCAL AFFAIRS	ENGNRNG TECH SURVEYOR NM	30Z1	01	23.57534554	49036.71873	17	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	23.98488658	49888.56408			
					03	24.7992293	51582.39695			
					04	25.61367506	53276.44412			
					05	26.41689063	54947.13251			
					06	27.23113033	56640.75108			
					07	28.03444893	58311.65377			
					08	28.84879166	60005.48664			
					09	29.66323741	61699.53381			
					10	30.46645298	63370.2222			
					11	31.28079571	65064.05507			
					12	32.09524146	66758.10224			
					13	32.89835401	68428.57634			
					14	33.71279976	70122.62351			
					15	34.52714249	71816.45637			
					16	35.33035806	73487.14477			
					17	35.66499687	74183.1935			
9	New Hire	DEPARTMENT ON AGING	HUMAN SER WKR AGING BL SP NM	16Z4	01	20.01211778	41625.20498	2	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	20.13630577	41883.51601			
					03	20.70544405	43067.32362			
					04	21.3049762	44314.35049			
					05	22.12993821	46030.27147			
					06	23.01270011	47866.41622			
					07	23.9519225	49819.99879			
					08	24.73175732	51442.05523			
					09	25.54548905	53134.61723			
					10	26.51314775	55147.34733			
					11	27.00954678	56179.85729			
					12	27.4898731	57178.93605			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

March 2019

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INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	Pay Grade	# OF STEP^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
10	New Hire	DEPARTMENT ON AGING	HUMAN SER WKR AGING NM	16Z4	01	20.01211778	41625.20498	4	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	20.13630577	41883.51601			
					03	20.70544405	43067.32362			
					04	21.3049762	44314.35049			
					05	22.12993821	46030.27147			
					06	23.01270011	47866.41622			
					07	23.9519225	49819.99879			
					08	24.73175732	51442.05523			
					09	25.54548905	53134.61723			
					10	26.51314775	55147.34733			
					11	27.00954678	56179.85729			
					12	27.4898731	57178.93605			
11	New Hire	DEPARTMENT ON AGING	SPECIALIST DEMENTIA CARE-	29M	01	28.37201682	59013.79498	2	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	29.72243234	61822.65926			
					03	31.04430852	64572.16172			
					04	32.53979042	67682.76408			
					05	34.00395117	70728.21844			
12	New Hire	DEPARTMENT ON AGING	HUMAN SER WKR AGING NM	16Z4	01	20.01211778	41625.20498	3	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	20.13630577	41883.51601			
					03	20.70544405	43067.32362			
					04	21.3049762	44314.35049			
					05	22.12993821	46030.27147			
					06	23.01270011	47866.41622			
					07	23.9519225	49819.99879			
					08	24.73175732	51442.05523			
					09	25.54548905	53134.61723			
					10	26.51314775	55147.34733			
					11	27.00954678	56179.85729			
					12	27.4898731	57178.93605			
13	New Hire	DEPT HEALTH & HUMAN SERVICES	DEPUTY ADMINISTRATOR	36M	01	38.74652971	80592.78179	4	2/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	40.52781711	84297.85958			
					03	42.28035911	87943.14694			
					04	44.06257378	91650.15346			
					05	45.8453036	95358.23148			
14	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	14.47073056	30099.11956	5	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	14.78677692	30756.496			
					03	15.29069714	31804.65005			
					04	15.79492645	32853.44702			
					05	16.29915576	33902.24398			
					06	16.80317901	34950.61234			
					07	17.30751135	35999.6236			
					08	17.81132854	37047.56336			
					09	18.31555785	38096.36032			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
March 2019										
								^Bold/shaded border denotes rates of incumbents		
INDEX #	REASON	REQUESTOR	CURRENT CLASSIFICATION	Pay Grade	# OF STEP^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTED DATE	JUSTIFICATION
15	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	14.47073056	30099.11956	5	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	14.78677692	30756.496			
					03	15.29069714	31804.65005			
					04	15.79492645	32853.44702			
					05	16.29915576	33902.24398			
					06	16.80317901	34950.61234			
					07	17.30751135	35999.6236			
					08	17.81132854	37047.56336			
					09	18.31555785	38096.36032			
16	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	14.47073056	30099.11956	4	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	14.78677692	30756.496			
					03	15.29069714	31804.65005			
					04	15.79492645	32853.44702			
					05	16.29915576	33902.24398			
					06	16.80317901	34950.61234			
					07	17.30751135	35999.6236			
					08	17.81132854	37047.56336			
					09	18.31555785	38096.36032			
17	New Hire	DISTRICT ATTORNEY	CLERICAL ASST 1 NM	03Z1	01	14.47073056	30099.11956	4	3/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	14.78677692	30756.496			
					03	15.29069714	31804.65005			
					04	15.79492645	32853.44702			
					05	16.29915576	33902.24398			
					06	16.80317901	34950.61234			
					07	17.30751135	35999.6236			
					08	17.81132854	37047.56336			
					09	18.31555785	38096.36032			
18	New Hire	PARKS DEPARTMENT	LEAD PARK RANGER	05P	01	16.43402216	34182.76609	7	2/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	17.01397859	35389.07547			
					03	17.59424412	36596.02776			
					04	18.17409752	37802.12284			
					05	18.75436304	39009.07513			
					06	19.33411342	40214.9559			
					07	19.91396682	41421.05098			
					08	20.49423234	42628.00327			
					09	21.07398271	43833.88405			
19	New Hire	PARKS DEPARTMENT	COORDINATOR TRAILS PARKS	24	01	24.51930926	51000.16326	4	2/11/2019	Training and experience exceed the maximum qualifications for this position.
					02	25.4569862	52950.53129			
					03	26.39249951	54896.39897			
					04	27.32801281	56842.26665			
					05	28.56478613	59414.75516			
20	New Hire	PARKS DEPARTMENT	ENGAGEMENT MGR	32M	01	32.53979042	67682.76408	2	2/25/2019	Training and experience exceed the maximum qualifications for this position.
					02	34.00395117	70728.21844			
					03	35.49819671	73836.24917			
					04	36.96586049	76888.98982			
					05	38.74652971	80592.78179			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
April 11, 2019

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

**Dual Appointments
Personnel Committee Meeting
April 11, 2019**

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

**Emergency Appointment Report
Personnel Committee Meeting
April 11, 2019**

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

**Temporary Appointment Report
Personnel Committee Meeting
April 11, 2019**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
McDot	5110	Adams	Fernando	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5120	Bates	Lovell	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5160	Bell	Alfred	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5110	Bowman	Dameon	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5140	Brandt	Charles	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Clary	Joel	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA
McDot	5160	Deck	Wayne	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5120	Ehringer	Craig	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	Ford	Yvette	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5110	Harris	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Janik	John	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA
McDot	5160	Johnson	Dennis	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Kimber	Antonio	32620	Highway Mtce Wkr 2	F	A	80	12/17/2018	TA
McDot	5150	Lane	Christopher	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA
McDot	5160	Lindsey	Terrance	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Luedtke	Michael	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Mazur	Matthew	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	McKay	Dwayne	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Millonzi	Thomas	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA

**Temporary Appointment Report
Personnel Committee Meeting
April 11, 2019**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
McDot	5150	Moede	Brett	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA
McDot	5160	Pedersen	Matthew	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5120	Peterson	Timothy	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Phinisee	Christopher	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5120	Poniewaz	George	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5140	Rodriguez	Joe	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Sitarz	Clayton	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Tilque	Brett	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5140	Valdivia Saaverda	Augusto	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Veaser	Jacob	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5140	Vrchota	Preston	32620	Highway Mtce Wkr 2	F	A	80	11/19/2018	TA
McDot	5160	Ward	Robert	32620	Highway Mtce Wkr 2	F	A	80	11/5/2018	TA
McDot	5160	Williams	Derrick	32620	Highway Mtce Wkr 2	F	A	80	12/3/2018	TA
McDot	5110	Williams	Orlando	32620	Highway Mtce Wkr 2	F	A	80	12/31/2018	TA

Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
April 11, 2019

<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>
DAS	McSwain	LaCricia	Manager Financial CBO	35M	902E	Director Central Business Office	1/8/2019		4/7/2019	Vacant position
HOC	Rugaber	David	Correctional Manager	915E	902E	Assistant Superintendent	2/10/2019		6/24/2019	Incumbent on LOA
HOC	Sharifian	Elizabeth	Lieutenant	23C	915E	Correction Manager	1/27/2019	4/28/2019		Vacant position
MCDOT	Kowalski	Greg	Asst Hiway Mtce Supv	26M	31M	Asst Highway Maint Manager	1/9/2019	4/9/2019		Incumbent in TAHC
MCSO	Norwood	Rita	Supervisor Office Management	24M	30M	Office Coordinator Sheriff	1/7/2019		4/6/2019	Incumbent on LOA
MCSO	Yu	Mary	Admin Asst	06P	24M	Supervisor Office Manager	4/14/2019		7/12/2019	Incumbent on TAHC
Parks	Loosemoore	David	Park Worker 5	5101	24M	Heating and Ventilating Specialist	10/22/2018	4/21/2019		Vacant position
PRB	Gilmore	Adam	Paralegal	19Z2	915E	Administrator PRB Ethics Board	2/6/2019		5/6/2019	Incumbent on Medical Leave