COUNTY OF MILWAUKEE Department of Human Resources

INTER-OFFICE COMMUNICATION

DATE : November 13, 2020

To : Chairwoman Marcelia Nicholson, Milwaukee County Board of Supervisors

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

SUBJECT: Informational Report for December 2020 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 November 9, 2020)

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 1, 2020 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

Personnel Committee Meeting Compensation Report December 2020

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.

			CURRENT	RECOMMENDED	NO.	CU	RRENT	RECOM	MENDED				
Index #	REQUESTOR	TYPE	TITLE	TITLE	POSITIONS	PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE	Civil Service Classification	Comments	Effective Date	%
1	OAAA	Reclassification	Equity Analyst	Communications Mgr	1	23M 03 04	\$ 50,322.91 \$ 51,961.50 \$ 53,671.18 \$ 55,704.51 \$ 57,738.95	04 05	\$ 69,726.78 \$ 72,864.21 \$ 76,066.10 \$ 79,211.04 \$ 83,026.68	Classified	Reclassing position to align salary with job duties & responsibilities.	11/16/20	29.92%
2	DHHS	Increase within Salary Grade	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	1	02 03 16Z3 04	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	02 03	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	Classified	Equity issues being addressed.	12/14/20	3.06%
3	DHHS	Increase within Salary Grade	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	1	16Z3 04	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	16Z3 04 05 06 07	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	Classified	Equity issues being addressed.	12/14/20	11.74%
4	DHHS	Increase within Salary Grade	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	1	16Z3 02 03 04 05	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	16Z3 04 05 06 07	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	Classified	Equity issues being addressed.	12/14/20	8.79%
5	DHHS	Increase within Salary Grade	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	1	02 03	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	02 03	\$ 39,706.41 \$ 40,783.90 \$ 41,867.46 \$ 43,148.40 \$ 44,367.96 \$ 45,652.64 \$ 47,420.39	Classified	Equity issues being addressed.	12/14/20	8.67%

December 2020 Monthly Position Change Fiscal Effect Form

					Sal / SS		Sal / SS		Sal / SS		Sal / SS Sal / SS		Sal / SS Sal / S		2020		
Item#	Department	Туре	Old Title	New Title	Old	Old		ew	Vai	riance	Variance	Effective Date	Funding Source				
1	1090 - OAAA	Reclassification	Equity Analyst	Communications Mgr	\$	57,777	\$	75,061	\$	7,871	\$ 97	11/16/2020	Position Savings				
2	8000 - DHHS	Advancement	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	\$	44,630	\$	48,498	\$	3,869	\$ 18	12/14/2020	Dedicated Funding				
3	8000 - DHHS	Advancement	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	\$	44,630	\$	49,869	\$	5,240	\$ 24	12/14/2020	Dedicated Funding				
4	8000 - DHHS	Advancement	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	\$	45,841	\$	49,869	\$	4,028	\$ 18	3 12/14/2020	Dedicated Funding				
5	8000 - DHHS	Advancement	Housing Prog Asst Rent Asst NM	Housing Prog Asst Rent Asst NM	\$	47,059	\$	48,498	\$	1,440	\$ 6	12/14/2020	Dedicated Funding				

The department has identified a funding source and the action has been approved under Administrative Procedure 03.07 - Position Change Requests. The fiscal effect includes salary and social security costs. Fringe benefit costs and potential revenue offsets are not included.

Joe Lamers
Director of Performance, Strategy, and Budget

Date

November 12, 2020

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

Dec 2020

						Dec 2020				
					T	I		· '	der denotes rates of incu	
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
					01	\$35.47	\$73,769			
					02	\$36.53	\$75,982			Training and assessing a support the maining
1	New Hire	IMSD	Analyst Business Develop IT	28D	03 04	\$37.81	\$78,641	2	11/2/2020	Training and experience exceed the minimum
					05	\$39.32 \$41.29	\$81,787 \$85,876			qualifications for this position.
					06	\$43.76	\$91,028			
					01	\$18.50	\$38,487			
					02	\$19.07	\$39,661			
2	New Hire	Aging	Assistant Accounting-	14	03	\$19.61	\$40,784	3	10/5/2020	Training and experience exceed the minimum
_					04	\$20.13	\$41,867			qualifications for this position.
					05	\$20.74	\$43,148			
					01	\$16.93	\$35,215			
					02	\$17.53	\$36,458			
					03	\$18.13	\$37,701			
					04	\$18.72	\$38,944			Totalia and amoratana and the activities on
3	New Hire	HOC	Clerical Spec HOC	05P	05	\$19.32	\$40,187	4	9/8/2020	Training and experience exceed the minimum
					06	\$19.92	\$41,429			qualifications for this position.
					07	\$20.52	\$42,672			
					08	\$21.11	\$43,915			
					09	\$21.71	\$45,158			
					01	\$14.71	\$30,605			
					02	\$15.23	\$31,685			
					03	\$15.75	\$32,765			
					04	\$16.27	\$33,846			Training and experience exceed the minimun
4	Rehire	Register of Deeds	Clerk Vital Records-	03P	05	\$16.79	\$34,926	5	11/2/2020	qualifications for this position.
					06	\$17.31	\$36,006			quamications for any position
					07	\$17.83	\$37,087			
					08	\$18.35	\$38,166			
					09	\$18.87	\$39,247			
					01	\$14.71	\$30,605			
					02	\$15.23	\$31,685			
					03	\$15.75	\$32,765			
-	Name I II an	Desistant & Deside	Clark Vital Daggarda	020	05	\$16.27	\$33,846	5	44/2/2020	Training and experience exceed the minimum
5	New Hire	Register of Deeds	Clerk Vital Records-	03P	06	\$16.79 \$17.31	\$34,926 \$36,006	5	11/2/2020	qualifications for this position.
					06	\$17.83	\$35,006			
					08	\$17.85	\$37,087			
				1	09	\$18.87	\$39,247			
	 				01	\$24.77	\$51,516			
					02	\$25.71	\$53,485			
6	New Hire	Election Commission	Coordinator Election Commission	24M	03	\$26.66	\$55,451	2	10/19/2020	Training and experience exceed the minimum
ŭ		2.00.0 00	222.4		04	\$27.60	\$57,416	_	10, 15, 2020	qualifications for this position.
				1	05	\$28.85	\$60,015			

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

Dec 2020

7 New H	ew Hire	REQUESTOR Register of Deeds DAS	CURRENT CLASSIFICATION Document Examiner Facilities Grounds Worker 2 NM	PAY GRADE 04P	# OF STEPS ^ 01 02 03 04 05 06 07 08 09 01 02	REQUESTED HOURLY RATE \$15.71 \$16.27 \$16.82 \$17.38 \$17.93 \$18.49 \$19.04 \$19.60 \$20.15 \$19.95	\$32,684 \$33,838 \$34,991 \$36,145 \$37,299 \$38,452 \$39,605 \$40,759 \$41,913	APPOINTMENT STEP 4	der denotes rates of incui APPOINTMENT DATE 11/2/2020	JUSTIFICATION Training and experience exceed the minimum qualifications for this position.											
7 New H	ew Hire	Register of Deeds	Document Examiner	04P	01 02 03 04 05 06 07 08 09	\$15.71 \$16.27 \$16.82 \$17.38 \$17.93 \$18.49 \$19.04 \$19.04 \$20.15	\$32,684 \$33,838 \$34,991 \$36,145 \$37,299 \$38,452 \$39,605 \$40,759 \$41,913			Training and experience exceed the minimum											
					03 04 05 06 07 08 09	\$16.82 \$17.38 \$17.93 \$18.49 \$19.04 \$19.60 \$20.15	\$34,991 \$36,145 \$37,299 \$38,452 \$39,605 \$40,759 \$41,913	4	11/2/2020												
					04 05 06 07 08 09	\$17.38 \$17.93 \$18.49 \$19.04 \$19.60 \$20.15	\$36,145 \$37,299 \$38,452 \$39,605 \$40,759 \$41,913	4	11/2/2020												
					05 06 07 08 09	\$17.93 \$18.49 \$19.04 \$19.60 \$20.15	\$37,299 \$38,452 \$39,605 \$40,759 \$41,913	4	11/2/2020												
					06 07 08 09	\$18.49 \$19.04 \$19.60 \$20.15	\$38,452 \$39,605 \$40,759 \$41,913	4	11/2/2020												
8 New h	ew Hire	DAS	Facilities Grounds Worker 2 NM	1627	07 08 09 01	\$19.04 \$19.60 \$20.15	\$39,605 \$40,759 \$41,913			qualifications for this position.											
8 New I	ew Hire	DAS	Facilities Grounds Worker 2 NM	1627	08 09 01	\$19.60 \$20.15	\$40,759 \$41,913														
8 New I	ew Hire	DAS	Facilities Grounds Worker 2 NM	1627	09 01	\$20.15	\$41,913														
8 New I	ew Hire	DAS	Facilities Grounds Worker 2 NM	16Z7	01																
8 New l	ew Hire	DAS	Facilities Grounds Worker 2 NM	1627		\$19.95	644 405														
8 New	ew Hire	DAS	Facilities Grounds Worker 2 NM	16Z7	02		\$41,495														
8 New	ew Hire	DAS	Facilities Grounds Worker 2 NM	16Z7		\$20.34	\$42,302			Training and experience exceed the minimum											
					03	\$20.91	\$43,499	3	11/2/2020	qualifications for this position.											
					04	\$21.52	\$44,757			qualifications for this position.											
			<u> </u>		05	\$22.08	\$45,932														
					01	\$15.80	\$32,868														
					02	\$16.27	\$33,838														
					03	\$16.82	\$34,991														
i					04	\$17.38	\$36,145			Training and experience exceed the minimum											
9 New H	ew Hire	D.A.	Fiscal Asst 2 NM	04Z1	05	\$17.93	\$37,299	3	9/21/2021	qualifications for this position.											
					06	\$18.49	\$38,452			qualifications for this position.											
							07	\$19.04	\$39,605												
				08	\$19.60	\$40,759															
				09	\$20.15	\$41,913															
						01	\$20.62	\$42,882													
																		02	\$20.74	\$43,148	
					03	\$21.33	\$44,368														
					04	\$21.95	\$45,653														
					05	\$22.80	\$47,420			l											
10 New H	ew Hire	DHHS	Hum Ser Wkr-Juv Justice NM	16Z4	06	\$23.71	\$49,312	8	10/5/2020	Training and experience exceed the minimum											
					07	\$24.68	\$51,325			qualifications for this position.											
					08	\$25.48	\$52,996														
					09 10	\$26.32 \$27.31	\$54,739														
					11	\$27.31	\$56,813 \$57,876														
					12	\$27.83	\$58,906														
					01	\$20.62	\$42,882														
					02	\$20.74	\$43,148														
					03	\$20.74	\$44,368														
					04	\$21.95	\$45,653														
					05	\$22.80	\$47,420														
					06	\$23.71	\$49,312			Training and experience exceed the minimum											
11 Rehi	Rehire	DHHS	Hum Ser Wkr-Juv Justice NM	16Z4	07	\$23.71	\$51,325	3	10/5/2020	qualifications for this position.											
				1	08	\$25.48	\$52,996			quantications for this position.											
					09	\$26.32	\$54,739														
					10	\$27.31	\$56,813														
				1	11	\$27.83	\$57,876														
					12	\$28.32	\$58,906														

Appointments at an Advanced Step of the Pay Range **Personnel Committee Report** Dec 2020 ^Bold/Shaded boarder denotes rates of incumbents REASON REQUESTOR CURRENT CLASSIFICATION PAY GRADE # OF STEPS ^ REQUESTED HOURLY RATE APPOINTMENT STEP APPOINTMENT DATE JUSTIFICATION INDEX ANNUALIZED SALARY BY STEP \$20.62 \$42,882 02 \$20.74 \$43,148 03 \$21.33 \$44,368 04 \$21.95 \$45,653 \$22.80 \$47,420 \$23.71 \$49,312 Training and experience exceed the minimum New Hire DHHS Hum Ser Wkr-Juv Justice NM 16Z4 8 10/5/2020 \$24.68 \$51,325 qualifications for this position. \$25.48 \$52,996 \$26.32 \$54,739 \$27.31 \$56,813 11 \$27.83 \$57,876 12 \$28.32 \$58,906 01 \$20.62 \$42,882 02 \$20.74 \$43,148 03 \$21.33 \$44,368 04 \$21.95 \$45,653 05 \$22.80 \$47,420 06 \$23.71 \$49,312 Training and experience exceed the minimum New Hire DHHS Hum Ser Wkr-Juv Justice NM 16Z4 8 10/5/2020 13 \$24.68 \$51,325 qualifications for this position. \$25.48 \$52,996 09 \$26.32 \$54,739 \$27.31 \$56,813 11 \$27.83 \$57,876 12 \$28.32 \$58,906 01 \$20.62 \$42,882 02 \$20.74 \$43,148 03 \$21.33 \$44,368 04 \$21.95 \$45,653 05 \$22.80 \$47,420 06 07 \$23.71 \$49,312 Training and experience exceed the minimum 14 New Hire DHHS Hum Ser Wkr-Juv Justice NM 16Z4 6 10/5/2020 \$24.68 \$51,325 qualifications for this position. \$25.48 \$52,996 09 \$26.32 \$54,739 10 \$27.31 \$56,813 \$27.83 \$57,876 12 \$58,906 \$28.32 01 \$20.62 \$42,882 02 \$20.74 \$43,148 03 \$44,368 \$21.33 04 \$21.95 \$45,653 \$22.80 \$47,420 06 \$23.71 \$49,312 Training and experience exceed the minimum 15 Human Ser Wkr Aging NM 16Z4 2 10/5/2020 New Hire Aging \$24.68 \$51,325 qualifications for this position. \$25.48 \$52,996 09 \$26.32 \$54,739 \$56,813 \$27.31 \$27.83 \$57,876

\$28.32

\$58,906

	Appointments at an Advanced Step of the Pay Range														
					Pe	rsonnel Committee Report									
						Dec 2020									
	1	I	1						rder denotes rates of incu						
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION					
					01	\$20.62	\$42,882								
					02	\$20.74	\$43,148								
					03	\$21.33	\$44,368								
					04	\$21.95	\$45,653								
					05	\$22.80	\$47,420								
16	Rehire	Aging	Human Ser Wkr Aging NM	16Z4	06	\$23.71	\$49,312	6	9/21/2020	Training and experience exceed the minimum					
					07	\$24.68	\$51,325			qualifications for this position.					
					08	\$25.48	\$52,996								
					09	\$26.32	\$54,739								
					10	\$27.31	\$56,813								
					11	\$27.83	\$57,876								
					12	\$28.32	\$58,906								
					01	\$20.62	\$42,882								
					02	\$20.74	\$43,148								
					03	\$21.33	\$44,368								
					04	\$21.95	\$45,653								
					05	\$22.80	\$47,420			Training and experience exceed the minimum					
17	Rehire	Aging	Human Ser Wkr Aging NM	16Z4	06 07	\$23.71 \$24.68	\$49,312 \$51,325	2	9/21/2020						
										qualifications for this position.					
					08	\$25.48 \$26.32	\$52,996 \$54,739								
					09 10		\$54,739								
					11	\$27.31 \$27.83	\$50,813								
					12	\$28.32	\$58,906								
					01	\$20.62	\$42,882								
										02	\$20.74	\$43,148			
												03	\$20.74	\$44,368	
					04	\$21.95	\$45,653								
					05	\$22.80	\$47,420								
					06	\$23.71	\$49,312			Training and experience exceed the minimum					
18	New Hire	DHHS	Human Ser Wkr NM	16Z4	07	\$24.68	\$51,325	3	10/5/2020	qualifications for this position.					
					08	\$25.48	\$52,996			qualifications for this position.					
					09	\$26.32	\$54,739								
					10	\$27.31	\$56,813								
					11	\$27.83	\$57,876								
					12	\$28.32	\$58,906								
					01	\$25.38	\$52,796								
					02	\$26.82	\$55,783								
					03	\$29.56	\$61,494								
					04	\$31.62									
					05	\$33.82	\$70,350								
					06	\$36.18	\$75,246								
		2,11,2			07	\$38.16	\$79,378		/= /	Training and experience exceed the minimum					
19	New Hire	Child Support	Legal Cnsl Chld Supp 1 NM	34Z1	08	\$41.39	\$86,083	4	10/5/2020	qualifications for this position.					
					09	\$44.27	\$92,073								
					10	\$46.42	\$96,549								
					11	\$49.38	\$102,705								
					12	\$52.34	\$108,868								
					13	\$55.48	\$115,399								
					14	\$58.81	\$122,324	<u> </u>							
					01	\$38.08	\$79,211								

	Appointments at an Advanced Step of the Pay Range													
					Pe	rsonnel Committee Report								
						Dec 2020								
								AD 11/61 1 11	1 1					
INIDEV	DEACON	DECLIFCTOR	CURRENT CLASSIFICATION	DAY CDADE	# OF STERS A	DECLIECTED HOURING BATE	ANNUALIZED CALABY BY CTED	· · · · · · · · · · · · · · · · · · ·	rder denotes rates of incu					
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE \$39.92	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION				
20	New Hire	DOT	Manager Financial-	35M	02	\$39.92	\$83,027 \$86,844	3	9/21/2020	Training and experience exceed the minimum				
20	New nire	DOT	Wallager Fillalicial-	33101	04	\$41.75	\$86,844	3	9/21/2020	qualifications for this position.				
					05	\$45.39	\$94,418							
					01	\$20.74	\$43,148							
					02	\$21.33	\$44,368							
21	New Hire	OEM	Paramedic And Trainer Hourly	18	03	\$21.95	\$45,653	4	11/2/2020	Training and experience exceed the minimum				
	11cW Time	CLIVI	randinedie / the Trainer Troutly		04	\$22.80	\$47,420	-	11/2/2020	qualifications for this position.				
					05	\$23.71	\$49,312							
					01	\$20.74	\$43,148							
					02	\$21.33	\$44,368							
22	New Hire	OEM	Paramedic And Trainer Hourly	18	03	\$21.95	\$45,653	3	10/19/2020	Training and experience exceed the minimum				
			,		04	\$22.80	\$47,420		, , , , ,	qualifications for this position.				
					05	\$23.71	\$49,312							
					01	\$20.62	\$42,882							
					02	\$20.74	\$43,148							
23	New Hire	OEM	Paramedic And Trainer Hourly	18	03	\$21.33	\$44,368	4	11/2/2020	Training and experience exceed the minimum				
					04	\$21.95	\$45,653			qualifications for this position.				
					05	\$22.80	\$47,420							
					01	\$20.62	\$42,882							
			Paramedic And Trainer Hourly	Paramedic And Trainer Hourly		02	\$20.74	\$43,148			Tarining and consider a consider			
24	New Hire	OEM			18	03	\$21.33	\$44,368	4	11/2/2020	Training and experience exceed the minimum			
					,			04	\$21.95	\$45,653			qualifications for this position.	
					05	\$22.80	\$47,420							
					01	\$20.62	\$42,882							
					02	\$20.74	\$43,148			Training and experience exceed the minimum				
25	New Hire	OEM	Paramedic And Trainer Hourly	18	03	\$21.33	\$44,368	2	9/21/2020	qualifications for this position.				
					04	\$21.95	\$45,653			qualifications for this position.				
					05	\$22.80	\$47,420							
					01	\$15.88	\$33,024							
					02	\$15.90	\$33,082							
26	New Hire	Sheriff	Public Safety Officer	07Z1	03	\$16.41	\$34,140	2	11/2/2020	Training and experience exceed the minimum				
		S.i.e.iii	. asine sureey critice.	0,22	04	\$16.80	\$34,954	-	11/2/2020	qualifications for this position.				
					05	\$17.23	\$35,829							
					06	\$17.68	\$36,766							
					01	\$22.27	\$46,313							
					02	\$22.80	\$47,420							
					03	\$23.71	\$49,312							
27	Ni anni 112 an	DUILIC	Overlite Connectation DIVIS	4.675	04	\$24.68	\$51,325	Λ	40/5/2020	Training and experience exceed the minimum				
27	New Hire	DHHS	Quality Specialist DHHS	16Z5	05	\$25.48	\$52,996	4	10/5/2020	qualifications for this position.				
					06	\$26.32	\$54,739							
					07	\$27.31	\$56,813							
					08	\$27.83	\$57,876							
	+			-	09 01	\$28.32 \$28.85	\$58,906 \$60,015							
					02	\$28.85	\$60,796							
28	New Hiro	HR	Patirament Info System Doyalan		03	\$30.62	\$63,690	3	10/19/2020	Training and experience exceed the minimum				
28	New Hire	пк	Retirement Info System Develop		04	\$30.62	\$66,522	3	10/19/2020	qualifications for this position.				
					05	\$31.98	\$69,727							
	+			 	01	\$16.09	\$33,476							
					02	\$16.50	\$33,476							
I	ı 1		I	I	J2	710.30	754,510		I	Training and evnerience evceed the minimum				

Appointments at an Advanced Step of the Pay Range Personnel Committee Report Dec 2020 ABOID/Shaded boarder denotes rates of incumbents INDEX REASON REQUESTOR CURRENT CLASSIFICATION PAY GRADE # OF STEPS ^ REQUESTED HOURLY RATE ANNUALIZED SALARY BY STEP APPOINTMENT STEP APPOINTMENT DATE Institute and experience exceed the immunity and experience exceed the immun

							^Bold/Shaded boarder denotes rates of incumbents					
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION		
29	New Hire	Aging	Serv Supp Spec	9	03	\$16.93	\$35,213	3	11/2/2020	qualifications for this position.		
					04	\$17.40	\$36,194			qualifications for this position.		
					05	\$18.07	\$37,591					
					01	\$16.09	\$33,476					
					02	\$16.50	\$34,316			Training and experience exceed the minimum		
30	Rehire	Aging	Serv Supp Spec	9	03	\$16.93	\$35,213	4	9/8/2020	qualifications for this position.		
					04	\$17.40	\$36,194			qualifications for this position.		
					05	\$18.07	\$37,591					
					01	\$15.71	\$32,684					
					02	\$16.27	\$33,838					
					03	\$16.82	\$34,991					
					04	\$17.38	\$36,145			Training and experience exceed the minimum		
31	New Hire	Courts	Sr Assistant Clerical-	04P	05	\$17.93	\$37,299	3	10/26/2020	qualifications for this position.		
					06	\$18.49	\$38,452			qualifications for this position.		
					07	\$19.04	\$39,605	_				
					08	\$19.60	\$40,759					
					09	\$20.15	\$41,913					
					01	\$35.47	\$73,769					
					02	\$36.53	\$75,982					
32	New Hire	IMSD	Sr. Network Engineer	28D	03	\$37.81	\$78,641	5	9/8/2020	Training and experience exceed the minimum		
					04	\$39.32	\$81,787	-	0,0,000	qualifications for this position.		
					05	\$41.29	\$85,876					
					06	\$43.76	\$91,028					
					01	\$35.47	\$73,769					
					02	\$36.53	\$75,982					
33	New Hire	IMSD	Systems Engineer	28D	03	\$37.81	\$78,641	5	10/19/2020	Training and experience exceed the minimum		
		-	,,,,,,		04	\$39.32	\$81,787	31,787 35,876	-, -, -	qualifications for this position.		
					05	\$41.29	\$85,876					
					06	\$43.76	\$91,028					

REVISONS TO Executive Compensation Plan (ECP) REPORT Personnel Committee Meeting December 1, 2020

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

Dual Employments Personnel Committee Meeting December 1, 2020

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
------	-----------	------------	------------------------	-------------------	-----------------	---------------------------

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

Emergency Appointment Report Personnel Committee Meeting December 1, 2020

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
------	-----------	------------	-------------------	-------	--------	----------------------------	----------------	-----------

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

Temporary Appointment Report Personnel Committee Meeting December 1, 2020

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DA	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	1	Α	0	9/9/2019	HT
DOT	5160	Beasley	Kevin	32620	Highway Mtce Wkr 2	F	Α	80	8/10/2020	TA
DOT	5140	Grau	Kelly	32620	Highway Mtce Wkr 2	F	Α	80	11/2/2020	TA
DOT	5160	Hendricks	Daniel	32620	Highway Mtce Wkr 2	F	Α	80	8/24/2020	TA
DOT	5160	Luckett	Lavall	32620	Highway Mtce Wkr 2	F	Α	80	11/2/2020	TA
DOT	5120	Marin	John	32620	Highway Mtce Wkr 2	F	А	80	11/2/2020	TA
DOT	5160	Martinek	Anthony	32620	Highway Mtce Wkr 2	F	А	80	11/16/2020	TA
DOT	5140	Monroe	Mark	32620	Highway Mtce Wkr 2	F	Α	80	8/10/2020	TA
DOT	5120	Newman	Willie	32620	Highway Mtce Wkr 2	F	Α	80	11/2/2020	TA
DOT	5140	Park	Carrie	32620	Highway Mtce Wkr 2	F	Α	80	11/16/2020	TA
DOT	5160	Pokey	Nicholas	32620	Highway Mtce Wkr 2	F	Α	80	11/16/2020	TA
DOT	5160	Turner	Darrell	32620	Highway Mtce Wkr 2	F	А	80	11/2/2020	TA
DOT	5110	Wagner	Kory	32620	Highway Mtce Wkr 2	F	Α	80	8/10/2020	TA
DOT	5140	Weston	Maurice	32620	Highway Mtce Wkr 2	F	Α	80	8/7/2020	TA

Temporary Assignment to a Higher Classification (TAHC) Report Personnel Committee Meeting December 1, 2020

				Old Pay	New Pay		TAHC Date	Extended /	TAHC Date	
<u>Dept</u>	Last Name	First Name	<u>Current Job Description</u>	Range	Range	TAHC Job Description	<u>Begin</u>	New End Date	<u>End</u>	Reason
AIRPORT	Brost	Patrick	Airport Public Safety Security Coord. 2	25	28M	Airport Public Safety Security Manager	7/27/2020	10/5/2020	1/2/2021	Vacant Position
COMPTROLLER	Grant	Linda	Supervisor, Accounts Payable	23M	916E	Manager, Accounts Payable	8/2/2020	11/1/2020	1/29/2021	Vacant Position
DISABILITIES	Bonk	Michael	Disabilities Recreation Manager	22M	901E	Director, Disabilities Services	8/17/2020	10/25/2020	1/22/2021	Vacant Position
НОС	Hernandez	Jose	Asistant Superintendent	902E	903E	Superintedent	6/1/2020	10/31/2020	11/13/2020	Vacant Position
IMSD	Bahr	Laura	Analyst Business Development	28D	38M	Manager Business Solutions	11/17/2020		2/17/2021	Vacant Position
PARKS	Burany	Stephen	Parks Maintenance Worker	13Z3	18Z	Park maintenance Worker 2 IC	8/3/2020	10/14/2020	1/14/2020	Vacant Position
PARKS	Ferenz	Benjamin	Park Worker 3 Seasonal	5108	13Z3	Park Maintenance Worker	8/6/2020	10/17/2020	1/17/2020	Vacant Position
PARKS	Munoz	Marcelo	Park Maintenance Worker	13Z3	18Z	Park maintenance Worker 2 IC	6/2/2020	9/9/2020	12/1/2020	Vacant Position
PARKS	Sanders	Erica	Park Worker 3 Seasonal	5108	13Z3	Park Maintenance Worker	7/12/2020	10/14/2020	1/14/2021	Vacant Position
REGISTER OF DEEDS	Wikstrom	Natalie	Clerk Vital Records	03P	07P	Supervisor Vital Records	10/19/2020		1/16/2021	Vacant Position