



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: April 17, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Tony L. Maze, Total Awards Director, Department of Human Resources

Subject: From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

File Type: Informational Report

REQUEST

HR is providing an informational report for the May 2025, Personnel Committee Meeting, Reference File 25-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Wisconsin State Statutes:	63.05 (3) , 63.07
Milwaukee County Code of General Ordinances:	17.05 (2) , 17.10 , 17.09 , 17.23 , 17.08 , 17.085 , 17.265

BACKGROUND

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the upcoming agenda of the Personnel Committee Meeting for informational purposes.

Related File No's:	File 25-16
Previous Action Date(s):	01/14/2025, 03/04/2025, 04/08/2025

ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3B: Enhance the County's fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

VIRTUAL MEETING INVITES

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APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

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 April 14, 2025)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Aaron Hertzberg, Director, Department of Administrative Services
Joe Lamers, Director - Strategy, Performance & Budget
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners
Clarence Kinnard, Committee Coordinator, Office of the County Clerk

Personnel Committee Meeting
Compensation Report
May 2025

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 #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Current Sal Only	New Grade	Recommended			New Sal Only	Classification	Percentage	Effective Date	Comp Reason
						Grade	Min	Max			Min	Max						
1	Reclassification	Parks	Assistant Director Planning	Director of Planning	1	917E	\$95,388.80	\$123,968.00	\$114,462.40	902E	\$94,889.60	\$140,545.60	\$120,000.00	Classified	4.84%	5/25/2025	Reclassing position to align job title with job duties and responsibilities.	
2	Advancement	OEM	Deputy Director	Deputy Director	1	902E	\$94,889.60	\$140,545.60	\$119,142.40	902E	\$94,889.60	\$140,545.60	\$131,057.00	Classified	10.00%	4/27/2025	Advancement in Range	
3	Advancement	OEM	Director Emergency Services	Director Emergency Services	1	NR31E	\$93,496.00	\$140,233.60	\$112,112.00	NR31E	\$93,496.00	\$140,233.60	\$123,323.00	Unclassified	10.00%	4/27/2025	Advancement in Range	
4	Advancement	CB	Specialist Constituent Service	Specialist Constituent Service	1	NR18	\$43,846.40	\$65,728.00	\$47,236.80	NR18	\$43,846.40	\$65,728.00	\$55,016.00	Unclassified	16.47%	2/16/2025	Advancement in Range	

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
May-25									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	ADRC Professional	16Z4	\$23.03	\$31.61	\$27.50	3/17/2025	Training and experience exceed the minimum qualifications for this position.
2	New Hire	Parks	Assistant Golf Course Superintendent	21	\$25.44	\$29.39	\$26.00	3/17/2025	Training and experience exceed the minimum qualifications for this position.
3	New Hire	DHHS	DHHS System Navigator	22	\$26.45	\$30.49	\$29.00	3/17/2025	Training and experience exceed the minimum qualifications for this position.
4	New Hire	HR	Total Rewards Operations Analyst	22M	\$25.93	\$29.90	\$28.84	3/17/2025	Training and experience exceed the minimum qualifications for this position.
5	New Hire	Airport	Airport Public Safety & Security Coordinator	25	\$29.28	\$34.28	\$31.25	3/17/2025	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Sheriff	Stores Clerk I Sheriff	NR12	\$14.87	\$22.28	\$18.00	3/17/2025	Training and experience exceed the minimum qualifications for this position.
7	New Hire	Sheriff	Clerical Specialist Sheriff	NR14	\$16.70	\$25.05	\$19.84	3/17/2025	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Sheriff	Public Safety Security Officer	NR14	\$16.70	\$25.05	\$20.00	3/17/2025	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DHHS	Assistant Accounting	NR15	\$17.69	\$26.54	\$21.00	3/17/2025	Training and experience exceed the minimum qualifications for this position.
10	New Hire	HR	Analyst Retirement	NR19	\$22.33	\$33.51	\$25.93	3/17/2025	Training and experience exceed the minimum qualifications for this position.
11	New Hire	OEM	Dispatcher	NR20	\$23.68	\$35.52	\$24.35	3/17/2025	Training and experience exceed the minimum qualifications for this position.
12	New Hire	OEM	Dispatcher	NR20	\$23.68	\$35.52	\$24.35	3/17/2025	Training and experience exceed the minimum qualifications for this position.
13	New Hire	Zoo	Maintenance Worker	18M	\$22.71	\$25.93	\$25.50	3/31/2025	Training and experience exceed the minimum qualifications for this position.
14	New Hire	Courts	Law Clerk	NR21	\$25.11	\$37.65	\$26.50	3/31/2025	Training and experience exceed the minimum qualifications for this position.
15	New Hire	Courts	Deputy Court Clerk	NR21	\$25.11	\$37.65	\$25.44	3/31/2025	Training and experience exceed the minimum qualifications for this position.

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
May 2025

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

Dual Employments
Personnel Committee Meeting
May 2025

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
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Currently, there are no "Dual Appointments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
May 2025**

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
May 2025

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
May 2025

<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>
Parks	Berg	Anthony	Park Maintenance Worker	17z1	20	Park Maintenance Worker II in Charge	12/16/2024	3/16/2025	6/14/2025	Nikki Gettelman
Sheriff	Boyd	Stephanie	Correctional Officer	nrc1	nrc3	Correctional Officer Seargent	1/19/2025		4/18/2025	joseph Haasch
OEM	Breyer	Teresa	Specialist Radio Systems OEM	nr23	38m	Radio Division Director	12/1/2024	3/1/2025	5/29/2025	Daniel Weber
Courts	Carter	Destiny	Clerical Specialist Courts	nr14	nr24	Manager Jury Management Services	3/10/2025		6/7/2025	Trinette Smith
Parks	Castaldo	Michael	Park Worker Seasonal Lead	9	17z1	Park Maintenace Worker	12/16/2024	3/16/2025	6/14/2025	Anthony Berg
DHS	Formanek	Jacqueline	Recreation Services Manager	26m	901e	Director of Disabilities Services	11/25/2024	3/1/2025	5/9/2025	Jay-Sun Bowman
Parks	Herbeck	Emile	Park Maintenace Worker	nr18	nr21	Lead Park Maintenance Worker	3/24/2025		6/22/2025	Robert Shaffer
Parks	Kaiser	Jonathan	Lead Park Maintenance Worker	nr21	27	parks Unit Coordinator	3/10/2025		5/11/2025	Brian Uhan
Sheriff	Koth	Philip	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	5/26/2024	2/20/2025	5/20/2025	vacant
Parks	Marcetich	Eric	Park Maintenace Worker	17z1	20	Park Maintenance Worker II in Charge	12/9/2024	3/9/2025	6/7/2025	Kevin Sweetman
DAS	McKinney	Amy	Financial Manager CBO	nr30	nr32	CBO Director	2/17/2025		5/17/2025	James Moon
Parks	Minser	Halley	Resoration Ecologist	22	21	Conservation Biologist	2/3/2025		5/4/2025	Emille Bumeister
Zoo	Rand	Shaun	Visitor Services Specialist	7	20	Visitor Services Specialist Lead Rides Attractions	3/2/2025		6/2/2025	Calvin Schickel
DHS	Robinson	Martine	Child Support Specialist	nr17	nr23	Child Support Supervisor	12/9/2024	3/10/2025	6/8/2025	Krystal Wright
Parks	Shaffer	Robert	Lead Park Maintenance Worker	nr21	27	parks Unit Coordinator	3/24/2025		6/22/2025	Mike Zimmerman
DAS	Sudar	Jack	Sr Engineer Environment	34a	nr32	Principal Engineer	3/17/2025		6/14/2025	Ryan Donnelly
HHS	Thomas	Taunya	APS Supervisor	31m	901e	Director of Adult Protective Services	2/24/2025		5/24/2025	Cleopatra Casaneda
Parks	Zimmerman	Ryan	Park Worker III Seasonal Advanced	5100	nr18	Park Maintenance Worker	2/21/2025		5/22/2025	Fabian Ramos