



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

File 24-16

Date: February 16, 2024

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

From: Margo Franklin, Chief Human Resources Officer, 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 March 2024, Personnel Committee Meeting, Reference File 24-16. 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 24-16
Previous Action Date(s):	1/16/2024

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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PREPARED BY:

Bridget Morstad, Lead Compensation Analyst, Department of Human Resources
Genaro Baez, Director of Talent Acquisition, HR Operations and Learning & Development, Department of Human Resources
Dan Laurila, Operating Budget Manager, Department of Administrative Services

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 February 12th, 2024)

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
Supervisor Willie Johnson Jr., Chair, Personnel Committee
Personnel Committee Members
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners
Allyson Smith, Committee Coordinator, Office of the County Clerk

**Personnel Committee Meeting
Compensation Report
March 2024**

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 Grade	Current			New Grade	Recommended			Classification	Percentage	Effective Date	Comp Reason
							Min	Max	Current Sal Only		Min	Max	New Sal Only				
1	Reclassification	Clerk	Manager Legislative Services Division	Director of Legislative Services	1	901E	\$71,947.20	\$105,310.40	\$94,536.00	902E	\$91,187.20	\$135,075.20	\$106,540.72	Unclassified	12.70%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DAS	Office Support Assistant II Nm	Administrative Assistant	1	NR12	\$29,702.40	\$44,532.80	\$44,969.90	NR17	\$39,728.00	\$59,612.80	\$52,148.93	Classified	15.96%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	Human Resources	Director of Benefits	Director of Total Rewards	1	903E	\$114,566.40	\$139,963.20	\$142,667.20	904E	\$140,959.10	\$199,748.64	\$155,507.25	Unclassified	9.00%	3/31/2024	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Strategy, Budget, and Performance	Sr Analyst Budget and Management	Sr Financial Systems Analyst	1	NR25	\$63,336.00	\$94,993.60	\$84,656.00	NR27	\$71,156.80	\$106,745.60	\$90,001.60	Classified	6.31%	1/7/2024	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	Courts	Assistant Executive-	Sr Assistant Executive-	1	NR21	\$50,169.60	\$75,254.40	\$66,539.20	NR23	\$56,368.00	\$84,552.00	\$70,761.60	Classified	6.35%	3/31/2024	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	Courts	Assistant Executive-	Sr Assistant Executive-	1	NR21	\$50,169.60	\$75,254.40	\$70,761.60	NR23	\$56,368.00	\$84,552.00	\$73,881.60	Classified	4.41%	3/31/2024	Reclassing position to align job title with job duties and responsibilities.
7	Advancement	DAS	Lead Facilities Grounds Worker	Lead Facilities Grounds Worker	1	19	\$47,590.40	\$55,036.80	\$52,873.60	19	\$47,590.40	\$55,036.80	\$56,139.20	Classified	6.18%	2/4/2024	Equity issue being addressed
8	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$48,027.20	1627	\$44,512.00	\$49,275.20	\$50,252.80	Classified	4.63%	2/4/2024	Equity issue being addressed
9	Advancement	DAS	Lead Facilities Grounds Worker	Lead Facilities Grounds Worker	1	19	\$47,590.40	\$55,036.80	\$52,873.60	19	\$47,590.40	\$55,036.80	\$56,139.20	Classified	6.18%	2/4/2024	Equity issue being addressed
10	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$48,027.20	1627	\$44,512.00	\$49,275.20	\$50,252.80	Classified	4.63%	2/4/2024	Equity issue being addressed
11	Advancement	DAS	Lead Facilities Grounds Worker	Lead Facilities Grounds Worker	1	19	\$47,590.40	\$55,036.80	\$52,873.60	19	\$47,590.40	\$55,036.80	\$56,139.20	Classified	6.18%	2/4/2024	Equity issue being addressed
12	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$46,675.20	1627	\$44,512.00	\$49,275.20	\$50,252.80	Classified	7.66%	2/4/2024	Equity issue being addressed
13	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$44,033.60	1221	\$39,624.00	\$45,385.60	\$46,300.80	Classified	5.15%	2/4/2024	Equity issue being addressed
14	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$44,033.60	1221	\$39,624.00	\$45,385.60	\$46,300.80	Classified	5.15%	2/4/2024	Equity issue being addressed
15	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$46,675.20	1627	\$44,512.00	\$49,275.20	\$50,252.80	Classified	7.66%	2/4/2024	Equity issue being addressed
16	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$46,675.20	1627	\$44,512.00	\$49,275.20	\$50,252.80	Classified	7.66%	2/4/2024	Equity issue being addressed
17	Advancement	DAS	Facilities Grounds Worker II Nm	Facilities Grounds Worker II Nm	1	1627	\$44,512.00	\$49,275.20	\$45,385.60	1627	\$44,512.00	\$49,275.20	\$49,545.60	Classified	9.17%	2/4/2024	Equity issue being addressed
18	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$44,033.60	1221	\$39,624.00	\$45,385.60	\$46,300.80	Classified	5.15%	2/4/2024	Equity issue being addressed
19	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$39,624.00	1221	\$39,624.00	\$45,385.60	\$43,784.00	Classified	10.50%	2/4/2024	Equity issue being addressed
20	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$40,497.60	1221	\$39,624.00	\$45,385.60	\$44,657.60	Classified	10.27%	2/4/2024	Equity issue being addressed
21	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$40,497.60	1221	\$39,624.00	\$45,385.60	\$44,657.60	Classified	10.27%	2/4/2024	Equity issue being addressed
22	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$40,497.60	1221	\$39,624.00	\$45,385.60	\$44,657.60	Classified	10.27%	2/4/2024	Equity issue being addressed
23	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$40,497.60	1221	\$39,624.00	\$45,385.60	\$44,657.60	Classified	10.27%	2/4/2024	Equity issue being addressed
24	Advancement	DAS	Facilities Grounds Worker I Nm	Facilities Grounds Worker I Nm	1	1221	\$39,624.00	\$45,385.60	\$42,120.00	1221	\$39,624.00	\$45,385.60	\$46,280.00	Classified	9.88%	2/4/2024	Equity issue being addressed
25	Advancement	DAS	Distribution Assistant	Distribution Assistant	1	02P	\$30,908.80	\$39,624.00	\$37,440.00	02P	\$30,908.80	\$39,624.00	\$40,414.40	Classified	7.94%	2/4/2024	Equity issue being addressed
26	Advancement	DAS	Office Support Assistant I	Office Support Assistant I	1	NR11	\$28,017.60	\$42,016.00	\$32,448.00	NR11	\$28,017.60	\$42,016.00	\$36,608.00	Classified	12.82%	2/4/2024	Equity issue being addressed
27	Advancement	DAS	Stores and Distribution Assistant I	Stores and Distribution Assistant I	1	NR12	\$29,702.40	\$44,532.80	\$41,579.20	NR12	\$29,702.40	\$44,532.80	\$42,931.20	Classified	3.25%	2/4/2024	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
March 2024**

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						Current Grade	Min	Max		Current Sal Only	Min	Max					New Sal Only
28	Advancement	DAS	Stores and Distribution Assistant I	Stores and Distribution Assistant I	1	NR12	\$29,702.40	\$44,532.80	\$41,579.20	NR12	\$29,702.40	\$44,532.80	\$42,931.20	Classified	3.25%	2/4/2024	Equity issue being addressed
29	Advancement	DAS	Building Specialist	Building Specialist	1	21M	\$49,899.20	\$57,595.20	\$55,744.00	21M	\$49,899.20	\$57,595.20	\$58,739.20	Classified	5.37%	2/4/2024	Equity issue being addressed
30	Advancement	Airport	Airport Maintenance Worker In-Charge Nm	Airport Maintenance Worker In-Charge Nm	1	24OE	\$57,470.40	\$65,644.80	\$59,696.00	24OE	\$57,470.40	\$65,644.80	\$64,084.80	Classified	7.35%	3/31/2024	Equity issue being addressed
31	Advancement	Airport	Airport Maintenance Worker In-Charge Nm	Airport Maintenance Worker In-Charge Nm	1	24OE	\$57,470.40	\$65,644.80	\$61,900.80	24OE	\$57,470.40	\$65,644.80	\$64,084.80	Classified	3.53%	3/31/2024	Equity issue being addressed
32	Advancement	Airport	Airport Maintenance Worker In-Charge Nm	Airport Maintenance Worker In-Charge Nm	1	24OE	\$57,470.40	\$65,644.80	\$59,696.00	24OE	\$57,470.40	\$65,644.80	\$64,084.80	Classified	7.35%	3/31/2024	Equity issue being addressed
33	Advancement	Airport	Executive Director Finance and Administration	Executive Director Finance and Administration	1	NR36	\$120,224.00	\$180,336.00	\$147,867.20	NR36	\$120,224.00	\$180,336.00	\$150,820.00	Classified	2.00%	1/21/2024	Equity issue being addressed
34	Advancement	DAS	OEI Analyst	OEI Analyst	1	27	\$62,816.00	\$74,942.40	\$64,084.80	27	\$62,816.00	\$74,942.40	\$68,640.00	Classified	7.11%	1/7/2024	Equity issue being addressed
35	Advancement	DAS	Project Assistant	Project Assistant	1	20	\$48,984.00	\$56,846.40	\$53,019.20	20	\$48,984.00	\$56,846.40	\$54,344.68	Classified	2.50%	3/31/2024	Equity issue being addressed
36	Advancement	Strategy, Budget, and Performance	Sr. Manager Project Management Office	Sr. Manager Project Management Office	1	38M	\$96,678.40	\$116,979.20	\$106,891.00	38M	\$96,678.40	\$116,979.20	\$113,299.00	Classified	5.99%	12/24/2023	Equity issue being addressed
37	Advancement	Strategy, Budget, and Performance	Analyst Budget & Management	Analyst Budget & Management	1	NR23	\$56,368.00	\$84,552.00	\$65,665.60	NR23	\$56,368.00	\$84,552.00	\$69,388.80	Classified	5.67%	1/7/2024	Equity issue being addressed
38	Advancement	Airport	Assistant Chief Air Rescue and Fire Fighter	Assistant Chief Air Rescue and Fire Fighter	1	29FM	Hourly	Hourly	\$34.99	29FM	\$65,228.80	Hourly	\$36.56	Classified	4.49%	3/31/2024	Equity issue being addressed
39	Advancement	Airport	Assistant Chief Air Rescue and Fire Fighter	Assistant Chief Air Rescue and Fire Fighter	1	29FM	Hourly	Hourly	\$34.99	29FM	\$65,228.80	Hourly	\$37.44	Classified	7.00%	3/31/2024	Equity issue being addressed
40	Advancement	Airport	Assistant Chief Air Rescue and Fire Fighter	Assistant Chief Air Rescue and Fire Fighter	1	29FM	Hourly	Hourly	\$34.99	29FM	\$65,228.80	Hourly	\$36.56	Classified	4.49%	3/31/2024	Equity issue being addressed
41	Advancement	Airport	Assistant Chief Air Rescue and Fire Fighter	Assistant Chief Air Rescue and Fire Fighter	1	29FM	Hourly	Hourly	\$34.99	29FM	\$65,228.80	Hourly	\$38.33	Classified	9.55%	3/31/2024	Equity issue being addressed
42	Advancement	DHHS	Human Service Worker BL SP Nm	Human Service Worker BL SP Nm	1	1624	\$46,009.60	\$63,190.40	\$57,990.40	1624	\$46,009.60	\$63,190.40	\$64,459.20	Classified	11.15%	12/24/2023	Equity issue being addressed
44	Advancement	Comptroller	Sr Accountant	Sr Accountant	1	NR23	\$56,368.00	\$84,552.00	\$66,539.20	NR23	\$56,368.00	\$84,552.00	\$69,680.00	Classified	4.72%	3/31/2024	Equity issue being addressed
45	Advancement	Human Resources	Employee Engagement Coordinator	Employee Engagement Coordinator	1	33M	\$78,145.60	\$93,121.60	\$86,652.80	33M	\$78,145.60	\$93,121.60	\$90,985.44	Classified	5.00%	3/31/2024	Equity issue being addressed
46	Advancement	Human Resources	Hr Analyst	Hr Analyst	1	29M	\$65,228.80	\$78,145.60	\$69,680.00	29M	\$65,228.80	\$78,145.60	\$73,164.00	Classified	5.00%	3/31/2024	Equity issue being addressed
47	Advancement	Clerk	Administrative Secretary Graphic Designer	Administrative Secretary Graphic Designer	1	NR19	\$44,636.80	\$66,976.00	\$65,665.60	NR19	\$44,636.80	\$66,976.00	\$68,948.88	Classified	5.00%	3/17/2024	Equity issue being addressed
48	Advancement	Highways	Manager Financial	Manager Financial	1	NR30	\$84,760.00	\$127,129.60	\$94,993.60	NR30	\$84,760.00	\$127,129.60	\$106,891.20	Classified	12.52%	3/3/2024	Equity issue being addressed
49	Advancement	DHHS	Deputy Adminsitrator Delinquency Services	Deputy Adminsitrator Delinquency Services	1	36M	\$89,024.00	\$105,352.00	\$97,635.20	36M	\$89,024.00	\$105,352.00	\$104,614.00	Classified	7.15%	1/21/2024	Equity issue being addressed
50	Advancement	DHHS	CYFS Administrator	CYFS Administrator	1	902E	\$91,187.20	\$135,075.20	\$115,398.40	902E	\$91,187.20	\$135,075.20	\$120,393.00	Unclassified	4.33%	1/21/2024	Equity issue being addressed
51	Advancement	DHHS	Superintendent Youth Detention	Superintendent Youth Detention	1	917E	\$91,665.60	\$119,142.40	\$107,515.20	917E	\$91,665.60	\$119,142.40	\$109,950.00	Unclassified	2.26%	1/21/2024	Equity issue being addressed
52	Advancement	District Attorney	Paralegal-Exempt Nm	Paralegal-Exempt Nm	1	NR19	\$44,636.80	\$66,976.00	\$67,267.00	NR19	\$44,636.80	\$66,976.00	\$69,763.00	Classified	3.71%	3/31/2024	Equity issue being addressed
53	Advancement	District Attorney	Paralegal-Exempt Nm	Paralegal-Exempt Nm	1	NR19	\$44,636.80	\$66,976.00	\$62,171.00	NR19	\$44,636.80	\$66,976.00	\$66,144.00	Classified	6.39%	3/31/2024	Equity issue being addressed
54	Advancement	District Attorney	Paralegal-Exempt Nm	Paralegal-Exempt Nm	1	NR19	\$44,636.80	\$66,976.00	\$52,291.00	NR19	\$44,636.80	\$66,976.00	\$53,102.00	Classified	1.55%	3/31/2024	Equity issue being addressed
55	Advancement	District Attorney	Secretarial Asst Nm	Secretarial Asst Nm	1	NR17	\$39,728.00	\$59,612.80	\$50,981.00	NR17	\$39,728.00	\$59,612.80	\$53,061.00	Classified	4.08%	3/31/2024	Equity issue being addressed

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							Min	Max	Current Sal Only		Min	Max	New Sal Only				
56	Advancement	District Attorney	Secretarial Asst Nm	Secretarial Asst Nm	1	NR17	\$39,728.00	\$59,612.80	\$48,464.00	NR17	\$39,728.00	\$59,612.80	\$50,981.00	Classified	5.19%	3/31/2024	Equity issue being addressed
57	Advancement	District Attorney	Secretarial Asst Nm	Secretarial Asst Nm	1	NR17	\$39,728.00	\$59,612.80	\$48,464.00	NR17	\$39,728.00	\$59,612.80	\$49,733.00	Classified	2.62%	3/31/2024	Equity issue being addressed
58	Advancement	District Attorney	Secretarial Asst Nm	Secretarial Asst Nm	1	NR17	\$39,728.00	\$59,612.80	\$48,256.00	NR17	\$39,728.00	\$59,612.80	\$48,630.00	Classified	0.78%	3/31/2024	Equity issue being addressed
59	Advancement	District Attorney	Clerical Assistant II Nm	Clerical Assistant II Nm	1	NR12	\$29,702.40	\$44,532.80	\$37,045.00	NR12	\$29,702.40	\$44,532.80	\$39,686.00	Classified	7.13%	3/31/2024	Equity issue being addressed
60	Advancement	District Attorney	Clerical Assistant II Nm	Clerical Assistant II Nm	1	NR12	\$29,702.40	\$44,532.80	\$37,045.00	NR12	\$29,702.40	\$44,532.80	\$39,686.00	Classified	7.13%	3/31/2024	Equity issue being addressed
61	Advancement	District Attorney	Clerical Assistant II Nm	Clerical Assistant II Nm	1	NR12	\$29,702.40	\$44,532.80	\$37,045.00	NR12	\$29,702.40	\$44,532.80	\$39,686.00	Classified	7.13%	3/31/2024	Equity issue being addressed
62	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
63	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
64	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
65	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
66	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
67	Advancement	ME	Medicolegal Death Investigator	Medicolegal Death Investigator	1	NR21	\$50,169.60	\$75,254.40	\$64,084.80	NR21	\$50,169.60	\$75,254.40	\$76,377.60	Classified	19.18%	3/31/2024	Equity issue being addressed
68	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$42,120.00	\$63,169.60	\$42,993.60	NR18	\$42,120.00	\$63,169.60	\$53,715.84	Classified	24.94%	3/31/2024	Equity issue being addressed
69	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$42,120.00	\$63,169.60	\$42,993.60	NR18	\$42,120.00	\$63,169.60	\$53,715.84	Classified	24.94%	3/31/2024	Equity issue being addressed
70	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$42,120.00	\$63,169.60	\$42,993.60	NR18	\$42,120.00	\$63,169.60	\$53,715.84	Classified	24.94%	3/31/2024	Equity issue being addressed
71	Advancement	Clerk	Administrative Secretary Legislative Assistant III	Administrative Secretary Legislative Assistant III	1	NR18	\$42,120.00	\$63,169.60	\$42,993.60	NR18	\$42,120.00	\$63,169.60	\$53,715.84	Classified	24.94%	3/31/2024	Equity issue being addressed
72	Advancement	DHHS	Assistant Superintendent Juvenile Detention-	Assistant Superintendent Juvenile Detention-	1	901E	\$71,947.20	\$105,310.40	\$89,107.20	901E	\$71,947.20	\$105,310.40	\$102,607.20	Classified	15.15%	1/21/2024	Equity issue being addressed
73	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$65,228.80	1421	\$54,974.40	\$61,734.40	\$67,308.80	Classified	3.19%	1/21/2024	Equity issue being addressed
74	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$62,400.00	1421	\$54,974.40	\$61,734.40	\$64,480.00	Classified	3.33%	1/21/2024	Equity issue being addressed
75	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$64,771.20	1421	\$54,974.40	\$61,734.40	\$68,931.20	Classified	6.42%	1/21/2024	Equity issue being addressed
76	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$65,228.80	1421	\$54,974.40	\$61,734.40	\$67,308.80	Classified	3.19%	1/21/2024	Equity issue being addressed
77	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$64,771.20	1421	\$54,974.40	\$61,734.40	\$68,931.20	Classified	6.42%	1/21/2024	Equity issue being addressed
78	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$62,400.00	1421	\$54,974.40	\$61,734.40	\$63,440.00	Classified	1.67%	1/21/2024	Equity issue being addressed
79	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$63,835.20	1421	\$54,974.40	\$61,734.40	\$65,915.20	Classified	3.26%	1/21/2024	Equity issue being addressed
80	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$62,400.00	1421	\$54,974.40	\$61,734.40	\$64,480.00	Classified	3.33%	1/21/2024	Equity issue being addressed
81	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$62,400.00	1421	\$54,974.40	\$61,734.40	\$63,440.00	Classified	1.67%	1/21/2024	Equity issue being addressed
82	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	1421	\$54,974.40	\$61,734.40	\$62,400.00	1421	\$54,974.40	\$61,734.40	\$64,480.00	Classified	3.33%	1/21/2024	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
March 2024**

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			New Grade	Recommended			Classification	Percentage	Effective Date	Comp Reason	
						Current Grade	Min	Max		Current Sal Only	Min	Max					New Sal Only
83	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	14Z1	\$54,974.40	\$61,734.40	\$63,835.20	14Z1	\$54,974.40	\$61,734.40	\$65,915.20	Classified	3.26%	1/21/2024	Equity issue being addressed
84	Advancement	DAS	Manager Financial CBO	Manager Financial CBO	1	NR30	\$84,760.00	\$127,129.60	\$103,272.00	NR30	\$84,760.00	\$127,129.60	\$107,100.00	Classified	3.71%	3/3/2024	Equity issue being addressed
85	Advancement	Strategy, Budget, and Performance	Sr Analyst Grants	Sr Analyst Grants	1	33JM	\$68,307.20	\$93,121.60	\$90,812.80	33JM	\$68,307.20	\$93,121.60	\$95,352.00	Classified	5.00%	3/3/2024	Equity issue being addressed
86	Advancement	DAS	Sr Analyst Fiscal and Budget	Sr Analyst Fiscal and Budget	1	NR25	\$63,336.00	\$94,993.60	\$75,982.40	NR25	\$63,336.00	\$94,993.60	\$81,301.17	Classified	7.00%	3/3/2024	Equity issue being addressed
87	Advancement	DHHS	Youth Correctional Officer	Youth Correctional Officer	1	14Z1	\$54,974.40	\$61,734.40	\$62,400.00	14Z1	\$54,974.40	\$61,734.40	\$63,440.00	Classified	1.67%	1/21/2024	Equity issue being addressed
88	Advancement	Airport	Director Business Commercial Development	Director Business Commercial Development	1	903E	\$114,566.40	\$139,963.20	\$135,015.00	903E	\$114,566.40	\$139,963.20	\$137,715.18	Unclassified	2.00%	1/21/2024	Equity issue being addressed
89	Advancement	Airport	Director of Public Affairs and Marketing	Director of Public Affairs and Marketing	1	902E	\$91,187.20	\$135,075.20	\$122,304.00	902E	\$91,187.20	\$135,075.20	\$124,750.00	Unclassified	2.00%	1/21/2024	Equity issue being addressed

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Mar-24									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$26.50	12/11/2023	Training and experience exceed the minimum qualifications for this position.
2	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$25.44	12/11/2023	Training and experience exceed the minimum qualifications for this position.
3	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$29.30	12/11/2023	Training and experience exceed the minimum qualifications for this position.
4	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$27.33	12/11/2023	Training and experience exceed the minimum qualifications for this position.
5	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$27.50	12/11/2023	Training and experience exceed the minimum qualifications for this position.
6	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$25.50	12/11/2023	Training and experience exceed the minimum qualifications for this position.
7	New Hire	DHHS	ADRC Supervisor Options Counseling	31M	\$34.99	\$41.66	\$35.57	12/11/2023	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Corp Counsel	Assistant Corporation Counsel	34Z	\$28.04	\$64.96	\$43.94	12/11/2023	Training and experience exceed the minimum qualifications for this position.
9	New Hire	Child Support	Child Support Assistant	NR14	\$16.37	\$24.55	\$16.87	12/11/2023	Training and experience exceed the minimum qualifications for this position.
10	New Hire	Child Support	Child Support Assistant	NR14	\$16.37	\$24.55	\$16.87	12/11/2023	Training and experience exceed the minimum qualifications for this position.
11	New Hire	Parks	Horticulturist Parks	16C	\$19.35	\$30.99	\$22.00	12/26/2023	Training and experience exceed the minimum qualifications for this position.
12	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$25.44	12/26/2023	Training and experience exceed the minimum qualifications for this position.
13	New Hire	HR	Analyst Retirement	21M	\$24.47	\$28.25	\$25.94	12/26/2023	Training and experience exceed the minimum qualifications for this position.
14	New Hire	Highway	Highway Maintenance Worker II TA	17H	\$22.78	\$26.37	\$23.24	1/8/2024	Training and experience exceed the minimum qualifications for this position.
15	New Hire	Parks	Park Maintenance Worker II In-Charge	18Z	\$22.86	\$25.54	\$25.02	1/8/2024	Training and experience exceed the minimum qualifications for this position.
16	New Hire	Parks	Natural Resource Tech	21DM	\$25.66	\$31.50	\$26.17	1/8/2024	Training and experience exceed the minimum qualifications for this position.
17	New Hire	Parks	Natural Resource Tech	21DM	\$25.66	\$31.50	\$27.19	1/8/2024	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Airport	Airport Operations Coordinator II	25	\$28.13	\$32.94	\$28.70	1/8/2024	Training and experience exceed the minimum qualifications for this position.
19	New Hire	Airport	Airport Public Safety & Security Coordinator II	25	\$28.13	\$32.94	\$31.25	1/8/2024	Training and experience exceed the minimum qualifications for this position.
20	New Hire	IMSD	Desktop Support II	25M	\$27.58	\$31.36	\$28.14	1/8/2024	Training and experience exceed the minimum qualifications for this position.
21	New Hire	IMSD	Digital Program Manager	34M	\$39.21	\$46.70	\$46.40	1/8/2024	Training and experience exceed the minimum qualifications for this position.
22	New Hire	IMSD	Application Tech Architec Supv	37M	\$44.77	\$53.25	\$48.75	1/8/2024	Training and experience exceed the minimum qualifications for this position.
23	New Hire	DHHS	Housing Program Assistant Rent Assistant	16Z4	\$22.57	\$30.99	\$27.00	2/5/2024	Training and experience exceed the minimum qualifications for this position.
24	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$30.44	2/5/2024	Training and experience exceed the minimum qualifications for this position.
25	New Hire	DHHS	Treatment & Resource Navigator	22	\$25.93	\$29.89	\$28.00	2/5/2024	Training and experience exceed the minimum qualifications for this position.
26	New Hire	OEM	Data Analytics & Strategy Mgr	32M	\$36.67	\$43.66	\$43.76	2/5/2024	Training and experience exceed the minimum qualifications for this position.
27	New Hire	Courts	Specialist Clerical Courts	NR14	\$16.30	\$24.55	\$19.84	2/5/2024	Training and experience exceed the minimum qualifications for this position.
28	New Hire	Courts	Specialist Clerical Courts	NR14	\$16.30	\$24.55	\$19.84	2/5/2024	Training and experience exceed the minimum qualifications for this position.
29	New Hire	Sheriff	Clerical Specialist Sheriff	NR14	\$16.30	\$24.55	\$19.45	2/5/2024	Training and experience exceed the minimum qualifications for this position.
30	New Hire	DAS	Operating Budget Manager	NR30	\$41.57	\$62.35	\$45.68	2/5/2024	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
March 5, 2024**

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

**Dual Employments
Personnel Committee Meeting
March 5, 2024**

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
March 5, 2024**

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
March 5, 2024**

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
March 2024**

<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	Bailen	Timothy	IT Lead Identity Access Management	24D	917E	IT Manager Service Desk	12/9/2023		3/9/2024	Derek Slicker
CRC	Caradine	Purlanda	Correctional Officer Seargents	22C	23CMC	Correctional Officer Lieutenant	12/31/2023		3/30/2024	Marcres Hughes
CRC	Cefalu	Adina	Correctional Officer	14Z1	22C	Correctional Officer Segeant	12/31/2023		3/30/2024	Purlanda Caradine
DHHS	Jefferson	Aricka	Community Intervention Specialist	27	33M	Program Manager	10/23/2023	12/31/2023	3/30/2024	Jessica Shriver
CRC	Joe	Shelia	Correctional Officer Sergeant	22C	23CMC	Correctional Officer Lieutenant	12/31/2023		3/30/2024	Derrick Robinson Sr.
Parks	Jones	Kevin	Parks Worker Seasonal Lead	9	17Z1	Parks Maintenance Worker	12/3/2023		3/3/2024	Atif Davis
DOT	Lengyel	James	Fleet Mechanic	24	26	Lead Mechanic PT/UF	1/21/2024		4/21/2024	Vacant
DOT	Nemitz	Craig	Fleet Mechanic	24	26	Lead Mechanic PT/UF	1/21/2024		4/21/2024	Vacant
CRC	Reger	Leoncio	Correctional Officer	14Z1	22C	Correctional Officer Sergeant	12/31/2024		3/30/2024	Sheila Joe
Parks	Roeder	Matthew	Park Worker Seasonal lead	9	17Z1	Park Maintenance Worker	12/3/2023		3/2/2024	Rebecca Hahn
CRC	Schumacher	Daniel	Correctional Officer Seargents	22C	23CMC	Correctional Officer Lieutenant	12/31/2023		3/30/2024	Darren Reaves
DOT	Stachowiak	Timothy	Highway Maintenace Worker III	24OE	28M	Assistant Highway Mainetenance Supervisor	12/24/2023		3/24/2024	Vacant
Parks	Ujcich	Kevin	Parks Maint Worker	17Z1	20	Park Maint Worker 2 IC	12/18/2023		3/18/2024	Akinyelel Mitchell
Parks	Villoth	Saji	Assistant Contracts Officer	23M	30M	Contract Services Manager	10/30/2023	1/30/2024	4/30/2024	Erica Goblet