



Date: December 22, 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 January 2026, Personnel Committee Meeting, Reference File 26-16. 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:	
Previous Action Date(s):	New Year

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:

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Dan Laurila, Director Operating Budget, Department of Strategy, Budget & Performance

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 December 12, 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
Isaac Rowlett, Interim Director – Department of Strategy, Budget & Performance
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
January 2026

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			Recommended							
						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max	New Sal Only	Classification		
1	Advancement	Fleet	Fleet Mechanic	Fleet Mechanic	1	NR21	\$52,228.80	\$78,312.00	\$64,396.80	NR21	\$52,228.80	\$78,312.00	\$68,557.00	Classified	6.50%	2/15/2026 Advancement in Range
2	Advancement	DAS	Principal Engineer	Principal Engineer	1	NR32	\$99,091.20	\$148,636.80	\$125,840.00	NR32	\$99,091.20	\$148,636.80	\$141,440.00	Classified	12.40%	2/15/2026 Advancement in Range
3	Advancement	OEM	Director Emergency Services	Director Emergency Services	1	NR31E	\$93,496.00	\$140,233.60	\$123,323.00	NR31E	\$93,496.00	\$140,233.60	\$126,000.00	Unclassified	2.20%	2/15/2026 Advancement in Range
4	Advancement	DHHS	Paralegal - Child Support	Paralegal - Child Support	1	NR20	\$49,254.40	\$73,881.60	\$51,604.80	NR20	\$49,254.40	\$73,881.60	\$56,846.40	Classified	10.20%	2/15/2026 Advancement in Range
5	Advancement	OEM	EMS Clinician Development Manager	EMS Clinician Development Manager	1	35M	\$88,400.00	\$105,352.00	\$101,863.80	35M	\$88,400.00	\$105,352.00	\$105,000.00	Classified	3.10%	2/15/2026 Advancement in Range
6	Advancement	OEM	Quality Assurance Manager - OEM	Quality Assurance Manager - OEM	1	NR31	\$93,496.00	\$140,233.60	\$97,760.00	NR31	\$93,496.00	\$140,233.60	\$105,000.00	Classified	7.40%	2/15/2026 Advancement in Range
7	Advancement	OEM	Data Analytics and Strategy Manager	Data Analytics and Strategy Manager	1	NR32	\$99,091.20	\$148,636.80	\$99,091.20	NR32	\$99,091.20	\$148,636.80	\$105,000.00	Classified	6.00%	2/15/2026 Advancement in Range
8	Advancement	OEM	EMS Operation Manager	EMS Operation Manager	1	NR29	\$83,200.00	\$124,800.00	\$97,760.00	NR29	\$83,200.00	\$124,800.00	\$108,000.00	Classified	10.50%	2/15/2026 Advancement in Range
9	Advancement	District Attorney	Office Manager U	Office Manager U	1	NR23	\$58,676.80	\$87,984.00	\$67,100.80	NR23	\$58,676.80	\$87,984.00	\$74,984.00	Unclassified	11.70%	2/15/2026 Advancement in Range
10	Advancement	District Attorney	Assistant Executive	Assistant Executive	1	NR21	\$52,228.80	\$78,312.00	\$61,900.80	NR21	\$52,228.80	\$78,312.00	\$69,118.40	Classified	11.70%	2/15/2026 Advancement in Range
11	Advancement	District Attorney	Assistant Executive	Assistant Executive	1	NR21	\$52,228.80	\$78,312.00	\$69,513.60	NR21	\$52,228.80	\$78,312.00	\$77,708.80	Classified	11.80%	2/15/2026 Advancement in Range

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Jan-26									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	DHHS	Community Intervention Specialist	24	\$28.22	\$32.85	\$29.00	11/10/2025	Training and experience exceed the minimum qualifications for this position.
2	New Hire								
3	New Hire	Courts	Deputy Court Clerk	NR21	\$25.11	\$37.65	\$25.44	11/10/2025	Training and experience exceed the minimum qualifications for this position.
4	New Hire								
5	New Hire	Highway	Highway Maintenance Worker II	NR20	\$23.68	\$35.52	\$26.45	11/24/2025	Training and experience exceed the minimum qualifications for this position.
6	New Hire								
7	New Hire	County Ex	Director of Scheduling	NR23	\$28.21	\$42.30	\$40.14	11/24/2025	Training and experience exceed the minimum qualifications for this position.
8	New Hire								
9	New Hire	Courts	Deputy Court Clerk	NR21	\$15.75	\$23.63	\$20.04	12/8/2025	Training and experience exceed the minimum qualifications for this position.
10	New Hire								
		D.A.	Clerical Assistant	NR13	\$16.70	\$25.05	\$20.24	12/8/2025	Training and experience exceed the minimum qualifications for this position.
		Courts	Clerical Specialist Courts	NR14	\$25.11	\$37.65	\$25.44	12/8/2025	Training and experience exceed the minimum qualifications for this position.
		IMSD	Business Development Analyst	NR27	\$35.60	\$53.40	\$43.27	12/8/2025	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
January 2026**

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

Dual Employments
Personnel Committee Meeting
January 2026

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

**Emergency Appointment Report
Personnel Committee Meeting
January 2026**

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
January 2026**

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
January 2026

<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>
CRC	Collins	Candice	Correctional Officer Lieutenant	nrc3	nr29e	Manager Correction	9/14/2025	12/14/2025	3/14/2026	Rachel Kuhl
Parks	Marquardt	Benjamin	Office Assistant 3	nr14	26m	Special Events Mgr	10/28/2025		1/4/2026	Andrew Krueger
Parks	Krueger	Andrew	Special Events Manager	26m	26m	Organized Sports Manager	10/28/2025		1/6/2026	Alyssa Krueger
DAS	Kornwolf	Michael	Carpenter	2	1	Carpenter Lead	10/13/2025		1/10/2026	Mac Krueger
Parks	Hetzer	Trevor	Park Worker Seasonal Lead	9	21	Assistant Golf Course Superintendent	10/13/2025		1/11/2026	Kurt Ggilane
CRC	Davis	Tamika	CO Sergeant	nrc2	nrc3	CO Lieutenant	11/17/2025		1/16/2026	vacant
Parks	Halser	Andrew	Park Worker 3 Seasonal Asv	5100	nr18	Park Maintenance Worker	10/19/2025		1/17/2026	Julie Higgens
CRC	Strom	Jamie	Correctional Officer	nrc1	nrc2	Correctional Officer Sergeant	8/17/2025	11/16/2025	2/14/2026	vacant
Sheriff	Priest	Alexis	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	6/8/2025	12/5/2025	3/4/2026	vacant