



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 26-16

Date: June 23, 2026

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

From: Claire Miller, Interim Chief Human Resources Officer, Department of Human Resources

Subject: From the Interim 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 July 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:	26-244 , 26-245
Previous Action Date(s):	01/20/2026, 03/03/2026, 05/20/2026, 06/11/2026

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

APPROVED BY:

Claire Miller, Interim 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 June 18, 2026)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Supervisor Deanna Alexander, Chair, Committee on Personnel
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
Nicholas Sinram, 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
July 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 Grade	Current			New Grade	Recommended			Classification	Percentage	Effective	
							Min	Max	Current Sal Only		Min	Max	New Sal Only			Date	Comp Reason
1	Reclassification	Human Resources	HR Analyst	Supervisor Office Management	1	NR25	\$66,580.80	\$99,860.80	\$80,454.40	NR23	\$59,280.00	\$88,878.40	\$85,000.00	Classified	5.60%	8/2/2026	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DAS	Small Business Liaison	Project Manager RES	1	NR27	\$74,796.80	\$112,195.20	\$80,282.80	NR27	\$74,796.80	\$112,195.20	\$80,283.00	Classified	0.00%	8/2/2026	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	DAS	Stores and Distribution Assistant I	Distribution Assistant	1	NR12	\$31,241.60	\$46,820.80	\$46,384.00	NR13	\$33,092.80	\$49,649.60	\$46,384.00	Classified	0.00%	8/2/2026	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Transportation Services	Construction Coordinator	Engineer Nm	1	NR23	\$59,280.00	\$88,878.40	\$81,619.20	NR29	\$84,032.00	\$126,048.00	\$87,776.00	Classified	7.50%	8/2/2026	Reclassing position to align job title with job duties and responsibilities.
5	Advancement	ME	Forensic Chemist	Forensic Chemist	1	NR26	\$70,553.60	\$105,830.40	\$71,052.80	NR26	\$70,553.60	\$105,830.40	\$77,292.80	Classified	8.80%	8/2/2026	Advancement in Range
6	Advancement	ME	Forensic Chemist	Forensic Chemist	1	NR26	\$70,553.60	\$105,830.40	\$73,525.00	NR26	\$70,553.60	\$105,830.40	\$79,768.00	Classified	8.50%	8/3/2026	Advancement in Range
7	Advancement	ME	Forensic Chemist	Forensic Chemist	1	NR26	\$70,553.60	\$105,830.40	\$71,052.80	NR26	\$70,553.60	\$105,830.40	\$77,292.80	Classified	8.80%	8/2/2026	Advancement in Range
8	Advancement	DAS - Risk	Manager Loss Control	Manager Loss Control	1	NR27	\$74,796.80	\$112,195.20	\$96,116.80	NR27	\$74,796.80	\$112,195.20	\$97,552.00	Classified	1.50%	8/2/2026	Advancement in Range
9	Advancement	DAS - Risk	Safety Specialist	Safety Specialist	1	NR23	\$59,280.00	\$88,878.40	\$66,664.00	NR23	\$59,280.00	\$88,878.40	\$70,012.80	Classified	5.00%	8/2/2026	Advancement in Range
10	Advancement	DAS - Risk	Manager Contract Compliance	Manager Contract Compliance	1	NR30	\$89,107.20	\$133,619.20	\$93,350.40	NR30	\$89,107.20	\$133,619.20	\$97,552.00	Classified	4.50%	8/2/2026	Advancement in Range
11	Advancement	DAS - Risk	Safety Specialist	Safety Specialist	1	NR23	\$59,280.00	\$88,878.40	\$63,793.60	NR23	\$59,280.00	\$88,878.40	\$67,080.00	Classified	5.20%	8/2/2026	Advancement in Range
12	Advancement	DHHS	Administrator Disability Services	Administrator Disability Services	1	NR35E	\$119,225.60	\$178,796.80	\$123,635.20	NR35E	\$119,225.60	\$178,796.80	\$126,635.20	Classified	2.40%	8/2/2026	Advancement in Range
13	Advancement	Airport	ASSISTANT AIRPORT MAINTENANCE SUPERVISOR	ASSISTANT AIRPORT MAINTENANCE SUPERVISOR	1	NR23	\$59,280.00	\$88,878.40	\$75,420.80	NR23	\$59,280.00	\$88,878.40	\$75,462.40	Classified	0.10%	8/2/2026	Advancement in Range
14	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$69,014.40	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	0.50%	8/2/2026	Advancement in Range
15	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$69,014.40	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	0.50%	8/2/2026	Advancement in Range
16	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$69,014.40	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	0.50%	8/2/2026	Advancement in Range
17	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$69,014.40	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	0.50%	8/2/2026	Advancement in Range

Personnel Committee Meeting
Compensation Report
July 2026

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						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max	New Sal Only			Date	Comp Reason
18	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$69,014.40	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	0.50%	8/2/2026	Advancement in Range
19	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$67,371.20	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	3.00%	8/2/2026	Advancement in Range
20	Advancement	Airport	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	AIRPORT MAINTENANCE WORKER IN-CHARGE NM	1	NR21	\$52,769.60	\$79,102.40	\$67,371.20	NR21	\$52,769.60	\$79,102.40	\$69,392.34	Classified	3.00%	8/2/2026	Advancement in Range
21	Advancement	Parks	Graphics Marketing Assistant	Graphics Marketing Assistant	1	NR19	\$46,924.80	\$70,408.00	\$47,486.40	NR19	\$46,924.80	\$70,408.00	\$52,769.60	Classified	11.10%	8/2/2026	Advancement in Range
22	Advancement	Parks	Manager Safety Security & Training	Manager Safety Security & Training	1	NR29	\$84,032.00	\$126,048.00	\$84,032.00	NR29	\$84,032.00	\$126,048.00	\$104,000.00	Classified	23.80%	8/2/2026	Advancement in Range
23	Advancement	Parks	Digital Marketing Assistant	Digital Marketing Assistant	1	NR17	\$41,766.40	\$62,670.40	\$42,265.60	NR17	\$41,766.40	\$62,670.40	\$52,769.60	Classified	24.90%	8/2/2026	Advancement in Range
24	Advancement	Transportation Services	Engineering Project Manager	Engineering Project Manager	1	NR31	\$94,432.00	\$141,648.00	\$102,502.40	NR31	\$94,432.00	\$141,648.00	\$116,272.00	Classified	13.40%	8/2/2026	Advancement in Range
25	Advancement	PRB	Paralegal Nm	Paralegal Nm	1	NR20	\$49,753.60	\$74,630.40	\$59,155.20	NR20	\$49,753.60	\$74,630.40	\$60,296.00	Classified	1.90%	8/2/2026	Advancement in Range
26	Advancement	PRB	Assistant Administrative	Assistant Administrative	1	NR17	\$41,766.40	\$62,670.40	\$46,321.60	NR17	\$41,766.40	\$62,670.40	\$47,212.00	Classified	1.90%	8/2/2026	Advancement in Range
27	Advancement	DHHS	Human Service Worker Nm	Human Service Worker Nm	1	NR21	\$52,769.60	\$79,102.40	\$53,060.80	NR21	\$52,769.60	\$79,102.40	\$58,240.00	Classified	9.80%	8/2/2026	Advancement in Range
28	Advancement	OEM	EMS Instructor	EMS Instructor	1	NR25	\$66,580.80	\$99,860.80	\$83,574.00	NR25	\$66,580.80	\$99,860.80	\$88,400.00	Classified	5.80%	8/2/2026	Advancement in Range
29	Advancement	Human Resources	Human Resource Business Partner	Human Resource Business Partner	1	NR26	\$70,553.60	\$105,830.40	\$85,716.80	NR26	\$70,553.60	\$105,830.40	\$88,524.80	Classified	3.30%	8/2/2026	Advancement in Range
30	Advancement	Human Resources	Human Resource Business Partner	Human Resource Business Partner	1	NR26	\$70,553.60	\$105,830.40	\$82,160.00	NR26	\$70,553.60	\$105,830.40	\$87,193.60	Classified	6.10%	8/2/2026	Advancement in Range

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Jul-26									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.87	\$25.31	\$20.45	5/11/2026	Training and experience exceed the minimum qualifications for this position.
2	New Hire	DHHS	Child Support Assistant	NR14	\$16.87	\$25.31	\$19.00	5/11/2026	Training and experience exceed the minimum qualifications for this position.
3	New Hire	Highway	Highway Maintenance Worker II	NR20	\$23.92	\$35.88	\$26.72	5/11/2026	Training and experience exceed the minimum qualifications for this position.
4	New Hire	Highway	Highway Maintenance Worker II	NR20	\$23.92	\$35.88	\$26.72	5/11/2026	Training and experience exceed the minimum qualifications for this position.
5	New Hire	DHHS	DHHS System Navigator	NR20	\$23.92	\$35.88	\$27.00	5/11/2026	Training and experience exceed the minimum qualifications for this position.
6	New Hire	DHHS	Community Intervention Specialist DHHS	NR21	\$25.37	\$38.03	\$31.01	5/11/2026	Training and experience exceed the minimum qualifications for this position.
7	New Hire	Courts	Deputy Court Clerk	NR21	\$25.37	\$38.03	\$25.70	5/11/2026	Training and experience exceed the minimum qualifications for this position.
8	New Hire	DHHS	Unit Therapist	NR23	\$28.50	\$42.73	\$29.50	5/11/2026	Training and experience exceed the minimum qualifications for this position.
9	New Hire	OEM	EMS Instructor	NR25	\$32.01	\$48.01	\$42.00	5/11/2026	Training and experience exceed the minimum qualifications for this position.
10	New Hire	Zoo	EVS Worker	NR14	\$16.87	\$25.31	\$17.34	5/26/2026	Training and experience exceed the minimum qualifications for this position.
11	New Hire	Airport	Accountant	NR20	\$23.92	\$35.88	\$30.00	5/26/2026	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Courts	Deputy Court Clerk	NR21	\$25.37	\$38.03	\$25.70	5/26/2026	Training and experience exceed the minimum qualifications for this position.
13	New Hire	DAS	Engineer Nm	NR29	\$40.40	\$60.60	\$44.30	5/26/2026	Training and experience exceed the minimum qualifications for this position.
14	New Hire	DAS	Electrician	BT26	\$33.58	\$50.37	\$46.50	6/8/2026	Training and experience exceed the minimum qualifications for this position.
15	New Hire	Sheriff	Public Safety Security Officer	NR14	\$16.87	\$25.31	\$20.00	6/8/2026	Training and experience exceed the minimum qualifications for this position.
16	New Hire	DHHS	Child Support Assistant	NR14	\$16.87	\$25.31	\$19.00	6/8/2026	Training and experience exceed the minimum qualifications for this position.
17	New Hire	Zoo	Maintenance Worker	NR18	\$21.30	\$31.92	\$21.50	6/8/2026	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Zoo	Maintenance Worker	NR18	\$21.30	\$31.92	\$24.32	6/8/2026	Training and experience exceed the minimum qualifications for this position.

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

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

Dual Employments
Personnel Committee Meeting
July 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
July 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
July 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
July 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</u> <u>Begin</u>	<u>Extended / New</u> <u>End Date</u>	<u>TAHC Date End</u>	<u>Reason</u>
DHHS	Colores	Randi	Asvanced Human Service Worker	nr22	nr25	APS Supervisor	4/27/2026		7/27/2026	Anita Groves
Sheriff	Estrada	Maria	Manager Accounting	nr30	nr30e	Public Safety Fiscal Administrator	5/11/2026		8/8/2026	Patricia Carravetta
ROD	Ivery	Chastity	Clerk Vital Records	nr14	nr17	Vital Records Lead	4/17/2026		7/16/2026	Natalia Rivas
Sheriff	Koth	Philip	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	5/3/2026		7/31/2026	vacant
DAS	Lamendola	Elena	Manager Financial CBO	nr30	nr32e	CBO Director	3/30/2026		6/28/2026	Amy Mckinney
DHR	Luckman	Nicole	Manager of Benefits	nr31	nr36e	Director of Total Rewards	2/16/2026	5/22/2026	7/22/2026	Tony Maze
DHHS	Malone	Monique	Community Intervention Specialist	nr21	nr28	Program Manager	4/20/2026		7/20/2026	Maricela Gaona
Parks	Mehring	Alex	Park Worker 3 Seasonal	nr07	nr21	Lead Park Maintenance Worker	4/12/2026		7/11/2026	Heidi Koszuta
BHD	Pittman	Laura	Coordinator Contract Service BHD	nr23	nr28	Manager of Contract and Network Services	1/26/2026	4/26/2026	7/26/2026	Brenda Smith
Sheriff	Sexton	Maxwell	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	5/3/2026		7/31/2026	vacant
ROD	Sheffa (Ivery)	Chastity	Clerk Vital Records	nr14	nr17	Vital Records Lead	4/17/2026		7/16/2026	Natalia Rivas
Parks	Taltzko	Robert	Parks Utility Maint. Worker	nr19	nr23	Supervisor Parks Utlitiy	4/20/2026		7/19/2026	Mark Anger