

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: February 13, 2023

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

From: Guy Smith, Executive Director, Milwaukee County Parks

Subject: From Executive Director, Milwaukee County Parks, requesting a TAHC extension for Michael Gagliano

File Type: Action

REQUEST

Milwaukee County Parks requests authorization to extend the Temporary Appointment to a Higher Classification (TAHC) for Mr. Gagliano and approve back pay for this employee as the current TAHC expired on February 9, 2023.

POLICY

Wisconsin State Statutes:	
Milwaukee County Code of General Ordinances:	17.085. – Temporary assignments
Specific Adopted Budget:	2023

BACKGROUND

In 2022, the Parks' forestry division experienced turnover in its leadership ranks due to a promotion and a retirement. While recruiting for permanent replacements for these two vacancies, Parks activated several TAHCs to maintain a continuous and effective level of operations. The initial two vacancies have now been permanently filled through promotion of internal candidates. This in turn has created a few vacancies down the line of reporting. One such vacancy is that of Natural Resource Coordinator. Michael Gagliano has been TAHC'd in this role since August of 2022.

Parks is in the final rounds of selecting a permanent replacement in this job and we expect to have that completed in the upcoming weeks. As we continue this process, Parks' Executive Director recommends and kindly requests approval to extend the TAHC for Mr. Gagliano in the position of Natural Resource Coordinator until April 10, 2023, or until the position is permanently filled, whichever occurs first; approval of the back pay is also requested since the current TAHC expired on February 9, 2023.

ALIGNMENT TO STRATEGIC PLAN

Milwaukee County Parks is a non-mandated service and provides services based on being able to obtain more than 50% of the budget through direct revenues. The continuation of this TAHC supports Parks' strategic plans and objectives while promoting the County's fiscal health and sustainability.

FISCAL EFFECT

Funding for the position is available through the remainder of 2023. Approval of the back pay is also kindly requested for this employee since the current TAHC expired on February 9, 2023.

PREPARED BY:

Mira Hayes, HR Business Partner, Human Resources

APPROVED BY:

Guy Smith, Parks Executive Director *Guy Smith*

ATTACHMENTS:

Resolution
Fiscal Note

CC:

David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, County Executive's Office
Sheldon Wasserman, Supervisor District 3, PEEC Chair
Steven Shea, Supervisor District 8, PEEC Vice Chair
Felicia Martin, Supervisor District 7, PEEC Member
Juan Miguel Martinez, Supervisor District 12, PEEC Member
Steve Taylor, Supervisor District 17, PEEC Member
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Mgr., Office of the County Clerk
Aaron Hertzberg, Director, Department of Administrative Services
Joseph Lamers, Fiscal & Budget Director, DAS
Vince Masterson, Fiscal & Strategic Asset Coordinator, DAS
Pamela Bryant, Capital Finance Manager, Comptroller's Office
Justin Rodriguez, Capital Finance Analyst, Comptroller's Office
Kelsey Evans, Committee Coordinator, Office of the County Clerk
Ciara Miller, Research & Policy Analyst, Office of the Comptroller
Anthony Rux, Budget & Management Analyst, DAS-PSB