



Milwaukee County

Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: April 19, 2024
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)

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File Type: Informational Report

REQUEST

HR is providing an informational report for the May 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

Table with 2 columns: Statute/Ordinance and Reference Numbers. Includes Wisconsin State Statutes (63.05 (3), 63.07) and 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.

Table with 2 columns: Action Item and Date/Reference. Includes Related File No's (24-16, 24-321) and Previous Action Date(s) (1/16/2024, 3/5/2024).

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 April 15, 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
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
May 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			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
1	Reclassification	DHHS	Clerical Assistant	Clerical Specialist	1	NR13	\$31,470.40	\$47,216.00	\$40,830.40	NR14	\$33,363.20	\$50,044.80	\$45,884.80	Classified	12.38%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DHHS	Clerical Assistant	Clerical Specialist	1	NR13	\$31,470.40	\$47,216.00	\$42,432.00	NR14	\$33,363.20	\$50,044.80	\$42,432.00	Classified	0.00%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	DHHS	Clerical Assistant	Clerical Specialist	1	NR13	\$31,470.40	\$47,216.00	\$45,884.80	NR14	\$33,363.20	\$50,044.80	\$45,884.80	Classified	0.00%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Parks	Construction Technician-Parks	Parks Utility Supervisor	1	21	\$50,856.00	\$58,739.20	\$57,990.40	27	\$62,816.00	\$74,942.40	\$64,084.80	Classified	10.51%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	Parks	Parks Maintenance Worker	Parks Utility Maintenance Worker	1	17Z1	\$46,009.60	\$49,899.20	\$50,897.60	22	\$52,873.60	\$60,944.00	\$53,934.40	Classified	5.97%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	Parks	Parks Maintenance Worker	Parks Utility Maintenance Worker	1	17Z1	\$46,009.60	\$49,899.20	\$50,876.80	22	\$52,873.60	\$60,944.00	\$58,032.00	Classified	14.06%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	Parks	Office Assistant III	Coordinator Marketing Specialist Events	1	NR14	\$33,363.20	\$50,044.80	\$40,830.40	24M	\$55,286.40	\$64,376.00	\$56,409.60	Classified	38.16%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	DHHS	Office Support Assistant II Nm	Administrative Assistant	1	NR12	\$29,702.40	\$44,532.80	\$40,414.40	NR17	\$39,728.00	\$59,612.80	\$49,920.00	Classified	23.52%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	DHHS	Administrative Assistant II-Accounts Receivable	Accountant III	1	NR20	\$47,320.00	\$70,990.40	\$53,934.40	NR23	\$56,368.00	\$84,552.00	\$57,928.00	Classified	7.40%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	Human Resources	Recruitment Analyst	Lead Recruitment Analyst	1	22M	\$51,833.60	\$59,758.40	\$56,992.00	25	\$58,510.40	\$68,515.20	\$60,500.00	Classified	6.16%	5/26/2024	Reclassing position to align job title with job duties and responsibilities.
11	Advancement	Sheriff	Deputy Sheriff Director	Deputy Sheriff Director	1	902E	\$91,187.20	\$135,075.20	\$117,520.00	902E	\$91,187.20	\$135,075.20	\$122,220.80	Unclassified	4.00%	2/4/2024	Equity issue being addressed
12	Advancement	Sheriff	Deputy Sheriff Director	Deputy Sheriff Director	1	902E	\$91,187.20	\$135,075.20	\$114,462.40	902E	\$91,187.20	\$135,075.20	\$125,560.00	Unclassified	9.70%	2/4/2024	Equity issue being addressed
13	Advancement	Sheriff	Deputy Sheriff Director	Deputy Sheriff Director	1	902E	\$91,187.20	\$135,075.20	\$115,856.00	902E	\$91,187.20	\$135,075.20	\$120,490.24	Unclassified	4.00%	2/4/2024	Equity issue being addressed
14	Advancement	Sheriff	Deputy Sheriff Director	Deputy Sheriff Director	1	902E	\$91,187.20	\$135,075.20	\$115,856.00	902E	\$91,187.20	\$135,075.20	\$120,490.24	Unclassified	4.00%	2/4/2024	Equity issue being addressed
15	Advancement	Sheriff	Deputy Sheriff Director	Deputy Sheriff Director	1	902E	\$91,187.20	\$135,075.20	\$110,572.80	902E	\$91,187.20	\$135,075.20	\$114,995.71	Unclassified	4.00%	2/4/2024	Equity issue being addressed
16	Advancement	DHHS	Clerical Specialist	Clerical Specialist	1	NR14	\$33,363.20	\$50,044.80	\$41,267.20	NR14	\$33,363.20	\$50,044.80	\$46,862.40	Classified	13.56%	5/26/2024	Equity issue being addressed
17	Advancement	ROD	Coordinator Register Deeds	Coordinator Register Deeds	1	NR23	\$56,368.00	\$84,552.00	\$70,761.60	NR23	\$56,368.00	\$84,552.00	\$80,500.00	Classified	13.76%	1/21/2024	Equity issue being addressed
18	Advancement	ROD	Assistant Coordinator Rod	Assistant Coordinator Rod	1	NR20	\$47,320.00	\$70,990.40	\$55,369.60	NR20	\$47,320.00	\$70,990.40	\$60,000.00	Classified	8.36%	7/7/2024	Equity issue being addressed
19	Advancement	Comptroller	Analyst Business Systems	Analyst Business Systems	1	29M	\$65,228.80	\$78,145.60	\$72,779.20	29M	\$65,228.80	\$78,145.60	\$75,753.60	Classified	4.09%	1/21/2024	Equity issue being addressed
20	Advancement	DHHS	Supervisor Office Management	Supervisor Office Management	1	NR23	\$56,368.00	\$84,552.00	\$70,761.60	NR23	\$56,368.00	\$84,552.00	\$81,120.00	Classified	14.64%	6/9/2024	Equity issue being addressed
21	Advancement	CRC	Superintendent House Corrections	Superintendent House Corrections	1	903E	\$114,566.40	\$139,963.20	\$136,739.20	903E	\$114,566.40	\$139,963.20	\$140,841.00	Unclassified	3.00%	1/21/2024	Equity issue being addressed
22	Advancement	Parks	Executive Director Parks Recreation Culture	Executive Director Parks Recreation Culture	1	904E	\$140,959.10	\$199,748.64	\$158,516.80	904E	\$140,959.10	\$199,748.64	\$163,272.00	Unclassified	3.00%	1/21/2024	Equity issue being addressed
23	Advancement	Human Resources	Chief Human Resources Officer	Chief Human Resources Officer	1	904E	\$140,959.10	\$199,748.64	\$153,192.00	904E	\$140,959.10	\$199,748.64	\$159,320.00	Unclassified	4.00%	1/21/2024	Equity issue being addressed
24	Advancement	DHHS	Executive Director Health Human Services	Executive Director Health Human Services	1	904E	\$140,959.10	\$199,748.64	\$163,509.00	904E	\$140,959.10	\$199,748.64	\$168,414.00	Unclassified	3.00%	1/21/2024	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
May 2024**

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Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
25	Advancement	Strategy, Budget, and Performance	Director of Strategy Budget and Performance	Director of Strategy Budget and Performance	1	NR36	\$120,224.00	\$180,336.00	\$151,590.00	NR36	\$120,224.00	\$180,336.00	\$159,170.00	Unclassified	5.00%	1/21/2024	Equity issue being addressed
26	Advancement	County Executive	Chief of Staff	Chief of Staff	1	903E	\$114,566.40	\$139,963.20	\$142,771.00	903E	\$114,566.40	\$139,963.20	\$149,910.00	Unclassified	5.00%	1/21/2024	Equity issue being addressed
27	Advancement	Airport	Airport Public Safety & Security Coordinator II	Airport Public Safety & Security Coordinator II	1	25	\$58,510.40	\$68,515.20	\$61,900.80	25	\$58,510.40	\$68,515.20	\$65,998.40	Classified	6.62%	4/14/2024	Equity issue being addressed
28	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$93,870.40	916E	\$81,016.00	\$105,331.20	\$104,196.14	Classified	11.00%	1/7/2024	Equity issue being addressed
29	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$107,099.20	916E	\$81,016.00	\$105,331.20	\$110,011.20	Classified	2.72%	1/7/2024	Equity issue being addressed
30	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$93,870.40	916E	\$81,016.00	\$105,331.20	\$104,196.14	Classified	11.00%	1/7/2024	Equity issue being addressed
31	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$96,928.00	916E	\$81,016.00	\$105,331.20	\$107,590.08	Classified	11.00%	1/7/2024	Equity issue being addressed
32	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$98,966.40	916E	\$81,016.00	\$105,331.20	\$109,852.70	Classified	11.00%	1/7/2024	Equity issue being addressed
33	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$85,924.80	916E	\$81,016.00	\$105,331.20	\$100,000.00	Classified	16.38%	1/7/2024	Equity issue being addressed
34	Advancement	CRC	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$83,803.20	916E	\$81,016.00	\$105,331.20	\$100,000.00	Classified	19.33%	1/7/2024	Equity issue being addressed
35	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$90,896.00	916E	\$81,016.00	\$105,331.20	\$103,447.28	Classified	13.81%	1/7/2024	Equity issue being addressed
36	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$90,896.00	916E	\$81,016.00	\$105,331.20	\$103,447.28	Classified	13.81%	1/7/2024	Equity issue being addressed
37	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$90,896.00	916E	\$81,016.00	\$105,331.20	\$103,447.28	Classified	13.81%	1/7/2024	Equity issue being addressed
38	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$82,638.40	916E	\$81,016.00	\$105,331.20	\$100,000.00	Classified	21.01%	1/7/2024	Equity issue being addressed
39	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$82,638.40	916E	\$81,016.00	\$105,331.20	\$100,000.00	Classified	21.01%	1/7/2024	Equity issue being addressed
40	Advancement	Sheriff	Correction Manager	Correction Manager	1	916E	\$81,016.00	\$105,331.20	\$82,638.40	916E	\$81,016.00	\$105,331.20	\$100,000.00	Classified	21.01%	1/7/2024	Equity issue being addressed
41	Advancement	District Attorney	Accountant III	Accountant III	1	NR23	\$56,368.00	\$84,552.00	\$64,272.00	NR23	\$56,368.00	\$84,552.00	\$66,352.00	Classified	3.24%	6/9/2024	Equity issue being addressed
42	Advancement	County Board	Specialist Constituent Service	Specialist Constituent Service	1	18M	\$45,385.60	\$51,833.60	\$46,300.80	18M	\$45,385.60	\$51,833.60	\$52,873.60	Classified	14.20%	1/21/2024	Equity issue being addressed
43	Advancement	DHHS	Sr Assistant Executive	Sr Assistant Executive	1	NR23	\$56,368.00	\$84,552.00	\$80,496.00	NR23	\$56,368.00	\$84,552.00	\$86,257.60	Classified	7.16%	3/3/2024	Equity issue being addressed
44	Advancement	CRC	Correctional Officer Lieutenant	Correctional Officer Lieutenant	1	23CMC	\$67,080.00	\$80,828.80	\$76,128.00	23CMC	\$67,080.00	\$80,828.80	\$82,763.20	Classified	8.72%	5/26/2024	Equity issue being addressed
45	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
46	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$66,957.70	27	\$62,816.00	\$74,942.40	\$68,296.85	Classified	2.00%	6/9/2024	Equity issue being addressed
47	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$66,957.70	27	\$62,816.00	\$74,942.40	\$68,296.85	Classified	2.00%	6/9/2024	Equity issue being addressed
48	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed

Personnel Committee Meeting Compensation Report May 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.
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						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
49	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
50	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
51	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
52	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
53	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
54	Advancement	DHHS	ADRC Advanced Professional	ADRC Advanced Professional	1	27	\$62,816.00	\$74,942.40	\$64,072.32	27	\$62,816.00	\$74,942.40	\$65,353.77	Classified	2.00%	6/9/2024	Equity issue being addressed
55	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$57,983.33	1624	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
56	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$56,137.54	1624	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
57	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$54,100.80	1624	\$46,009.60	\$63,190.40	\$55,182.82	Classified	2.00%	6/9/2024	Equity issue being addressed
58	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$57,983.33	1624	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
59	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$64,454.21	1624	\$46,009.60	\$63,190.40	\$65,743.29	Classified	2.00%	6/9/2024	Equity issue being addressed
60	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$56,137.54	1624	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
61	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$64,454.21	1624	\$46,009.60	\$63,190.40	\$65,743.29	Classified	2.00%	6/9/2024	Equity issue being addressed
62	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$49,963.68	1624	\$46,009.60	\$63,190.40	\$54,600.00	Classified	9.28%	6/9/2024	Equity issue being addressed
63	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$53,931.07	1624	\$46,009.60	\$63,190.40	\$55,009.69	Classified	2.00%	6/9/2024	Equity issue being addressed
64	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$57,983.33	1624	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
65	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$53,931.07	1624	\$46,009.60	\$63,190.40	\$55,009.69	Classified	2.00%	6/9/2024	Equity issue being addressed
66	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$53,931.07	1624	\$46,009.60	\$63,190.40	\$55,009.69	Classified	2.00%	6/9/2024	Equity issue being addressed
67	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$49,963.68	1624	\$46,009.60	\$63,190.40	\$54,600.00	Classified	9.28%	6/9/2024	Equity issue being addressed
68	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$59,913.98	1624	\$46,009.60	\$63,190.40	\$61,112.26	Classified	2.00%	6/9/2024	Equity issue being addressed
69	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$56,137.54	1624	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
70	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$53,931.07	1624	\$46,009.60	\$63,190.40	\$55,009.69	Classified	2.00%	6/9/2024	Equity issue being addressed
71	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$59,913.98	1624	\$46,009.60	\$63,190.40	\$61,112.26	Classified	2.00%	6/9/2024	Equity issue being addressed
72	Advancement	DHHS	ADRC Professional	ADRC Professional	1	1624	\$46,009.60	\$63,190.40	\$64,454.21	1624	\$46,009.60	\$63,190.40	\$65,743.29	Classified	2.00%	6/9/2024	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
May 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			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
73	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$62,162.88	16Z4	\$46,009.60	\$63,190.40	\$63,406.14	Classified	2.00%	6/9/2024	Equity issue being addressed
74	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$56,137.54	16Z4	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
75	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$50,918.40	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	7.23%	6/9/2024	Equity issue being addressed
76	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$49,963.68	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	9.28%	6/9/2024	Equity issue being addressed
77	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$57,983.33	16Z4	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
78	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$57,983.33	16Z4	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
79	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$49,963.68	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	9.28%	6/9/2024	Equity issue being addressed
80	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$51,873.12	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	5.26%	6/9/2024	Equity issue being addressed
81	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$59,935.20	16Z4	\$46,009.60	\$63,190.40	\$61,133.90	Classified	2.00%	6/9/2024	Equity issue being addressed
82	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$55,161.60	16Z4	\$46,009.60	\$63,190.40	\$56,264.83	Classified	2.00%	6/9/2024	Equity issue being addressed
83	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$51,873.12	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	5.26%	6/9/2024	Equity issue being addressed
84	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$53,040.00	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	2.94%	6/9/2024	Equity issue being addressed
85	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$59,913.98	16Z4	\$46,009.60	\$63,190.40	\$61,112.26	Classified	2.00%	6/9/2024	Equity issue being addressed
86	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$56,137.54	16Z4	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
87	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$56,137.54	16Z4	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
88	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$51,873.12	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	5.26%	6/9/2024	Equity issue being addressed
89	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$56,137.54	16Z4	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
90	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$50,918.40	16Z4	\$46,009.60	\$63,190.40	\$54,600.00	Classified	7.23%	6/9/2024	Equity issue being addressed
91	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$56,137.54	16Z4	\$46,009.60	\$63,190.40	\$57,260.29	Classified	2.00%	6/9/2024	Equity issue being addressed
92	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$57,983.33	16Z4	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
93	Advancement	DHHS	ADRC Professional	ADRC Professional	1	16Z4	\$46,009.60	\$63,190.40	\$59,913.98	16Z4	\$46,009.60	\$63,190.40	\$61,112.26	Classified	2.00%	6/9/2024	Equity issue being addressed
94	Advancement	DHHS	ADRC Professional BI Sp	ADRC Professional BI Sp	1	16Z4	\$46,009.60	\$63,190.40	\$53,931.07	16Z4	\$46,009.60	\$63,190.40	\$55,009.69	Classified	2.00%	6/9/2024	Equity issue being addressed
95	Advancement	DHHS	ADRC Professional BI Sp	ADRC Professional BI Sp	1	16Z4	\$46,009.60	\$63,190.40	\$57,983.33	16Z4	\$46,009.60	\$63,190.40	\$59,142.99	Classified	2.00%	6/9/2024	Equity issue being addressed
96	Advancement	DHHS	ADRC Supervisor Eligibility & Enrollment	ADRC Supervisor Eligibility & Enrollment	1	31M	\$71,344.00	\$84,947.20	\$79,708.51	31M	\$71,344.00	\$84,947.20	\$81,302.68	Classified	2.00%	6/9/2024	Equity issue being addressed

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
May-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	\$25.93	2/19/2024	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	\$24.01	2/19/2024	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	\$24.01	2/19/2024	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	\$25.93	2/19/2024	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	\$24.01	2/19/2024	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	\$24.94	2/19/2024	Training and experience exceed the minimum qualifications for this position.
7	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$24.01	2/19/2024	Training and experience exceed the minimum qualifications for this position.
8	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$24.94	2/19/2024	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$29.88	2/19/2024	Training and experience exceed the minimum qualifications for this position.
10	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$24.94	2/19/2024	Training and experience exceed the minimum qualifications for this position.
11	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$25.93	2/19/2024	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	\$25.93	2/19/2024	Training and experience exceed the minimum qualifications for this position.
13	New Hire	DHHS	Human Service Worker-Juvenile Justice Nm	16Z4	\$22.57	\$30.99	\$24.94	2/19/2024	Training and experience exceed the minimum qualifications for this position.
14	New Hire	DA	Victim Witness Advocate	23M	\$26.46	\$30.38	\$27.34	2/19/2024	Training and experience exceed the minimum qualifications for this position.
15	New Hire	IMSD	Service Desk II	25M	\$28.14	\$31.99	\$30.00	2/19/2024	Training and experience exceed the minimum qualifications for this position.
16	New Hire	IMSD	System Security Engineer	34M	\$40.00	\$47.64	\$44.00	2/19/2024	Training and experience exceed the minimum qualifications for this position.
17	New Hire	IMSD	IT Service Operations Manager	917E	\$44.96	\$58.43	\$50.97	2/19/2024	Training and experience exceed the minimum qualifications for this position.
18	New Hire	IMSD	IT Business Relationship Manager	917E	\$44.96	\$58.43	\$52.89	2/19/2024	Training and experience exceed the minimum qualifications for this position.
19	New Hire	Airport	Clerical Assistant	NR13	\$15.44	\$23.16	\$19.00	2/19/2024	Training and experience exceed the minimum qualifications for this position.
20	New Hire	DHHS	Financial Eligibility Specialist	NR15	\$17.34	\$26.01	\$23.50	2/19/2024	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
May-24									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
21	New Hire	Zoo	EVS Worker	7	\$17.10	\$19.05	\$17.34	3/4/2024	Training and experience exceed the minimum qualifications for this position.
22	New Hire	Parks	Horticulturist Parks	16C	\$19.35	\$30.99	\$23.34	3/4/2024	Training and experience exceed the minimum qualifications for this position.
23	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$26.00	3/4/2024	Training and experience exceed the minimum qualifications for this position.
24	New Hire	DHHS	Human Service Worker Nm	16Z4	\$22.57	\$30.99	\$25.90	3/4/2024	Training and experience exceed the minimum qualifications for this position.
25	New Hire	IMSD	Service Desk II	25M	\$28.14	\$31.99	\$30.00	3/4/2024	Training and experience exceed the minimum qualifications for this position.
26	New Hire	DAS	Associate Manager Project Economic Dev Nm	30Z2	\$36.28	\$40.00	\$39.00	3/4/2024	Training and experience exceed the minimum qualifications for this position.
27	New Hire	DHHS	Clerical Assistant	NR13	\$15.44	\$23.16	\$16.32	3/4/2024	Training and experience exceed the minimum qualifications for this position.
28	New Hire	DA	Administrative Assistant	NR17	\$19.49	\$29.24	\$23.00	3/4/2024	Training and experience exceed the minimum qualifications for this position.
29	New Hire	DHHS	Paralegal - Child Support	NR20	\$23.21	\$34.82	\$24.00	3/4/2024	Training and experience exceed the minimum qualifications for this position.
30	New Hire	Parks	Horticulturist Parks	16C	\$19.35	\$30.99	\$24.03	3/18/2024	Training and experience exceed the minimum qualifications for this position.
31	New Hire	DHHS	Human Service Worker	16Z4	\$22.57	\$30.99	\$25.00	3/18/2024	Training and experience exceed the minimum qualifications for this position.
32	New Hire	DHHS	ADRC Professional	16Z4	\$22.57	\$30.99	\$25.00	3/18/2024	Training and experience exceed the minimum qualifications for this position.
33	New Hire	IMSD	Desktop Support I	22M	\$25.42	\$29.31	\$28.00	3/18/2024	Training and experience exceed the minimum qualifications for this position.
34	New Hire	DA	Office Support Assistant I	NR11	\$13.74	\$20.61	\$16.83	3/18/2024	Training and experience exceed the minimum qualifications for this position.
35	New Hire	DHHS	Office Support Assistant II Nm	NR12	\$14.57	\$21.84	\$17.97	3/18/2024	Training and experience exceed the minimum qualifications for this position.
36	New Hire	IMSD	Analyst Business Development IT	28D	\$38.81	\$47.88	\$40.87	4/1/2024	Training and experience exceed the minimum qualifications for this position.
37	New Hire	Comptroller	Auditor	NR20	\$23.21	\$34.82	\$31.25	4/1/2024	Training and experience exceed the minimum qualifications for this position.
38	New Hire	Comptroller	Auditor	NR20	\$23.21	\$34.82	\$24.52	4/1/2024	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
May 2024**

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

**Dual Employments
Personnel Committee Meeting
May 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
May 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
May 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
May 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>
CRC	Anderson	Roshanda	Correctional Officer LT	23cmc	916e	Correction Manager	2/4/2024		5/4/2024	Damon Key
CRC	Caradine	Purlanda	Correctional Officer Seargents	22c	23cmc	Correctional Officer Lieutenant	12/31/2023	3/31/2024	6/29/2024	Marcres Hughes
CRC	Cefalu	Adina	Correctional Officer	14z1	22c	Correctional Officer Segeant	12/31/2023	3/31/2024	6/29/2024	Purlanda Caradine
HHS	Cherry	Rashaan	Integrated Services Manager SOC	m010	e001	Associate Director Wraparound	1/16/2024	4/16/2024	7/16/2024	Jenna Kreuzer
Parks	Davis	Atif	Park Maintenance Worker	17z1	20	Park Maint Worker 2LC	2/2/2024		5/1/2024	Marrion Merriweather
Courts	Estrada	Maria	Sr Budget & Management Analyst	nr25	nr30	Sr Financial Manager	3/1/2024		4/26/2024	Donya Saffold
Parks	Garcia-Fereira	Jesus	Park Maint Worker 2 LC	20	27	Parks Unit Coordinator-9168 Recreation	3/10/2024		6/11/2024	Riley Garcia
Zoo	Graves	Kimberly	Communications Coordinator	22	30m	Public Relations Manager	1/29/2024		4/29/2024	Jennifer Diliberti-Shea
Parks	Herbeck	Emilie	Park Worker III Seasonal Adadvanced	5100	20	Park Maint Worker 2IC	3/10/2024		6/11/2024	Jesus Garcia Ferreira
Courts	Hortman	Chara	Accounting Assistant	14	25m	Accountant	11/27/2023	2/26/2024	4/26/2024	Jennifer Matson
Parks	Liss	Amber	Horticultural Supervisor	24m	914e	Botanical Gardens Director	3/6/2024		6/6/2024	Shirley Walczak
DOT	Nemitz	Craig	Fleet Mechanic	24	26	Lead Mechanic PT/UF	1/21/2024		4/21/2024	vacant
Courts	Newton	Beatrice	Clerical Specialist	05p	05p	Purchasing Assistant	2/25/2024		5/25/2024	Tanya Crothers
Zoo	Salentine	Emily	Marketing and Events Manager	32m	917e	Director Marketing and Communications	3/2/2024		6/2/2024	Laura Touhey
Parks	Viloth	Saji	Assistant Contracts Officer	23m	30m	Contract Services Manager	1/30/2024		4/30/2024	Erica Goblet
MEO	Wallace	Greg	Lead Forensic Toxicologist	35m	37m	Manager Toxicology	8/26/2023	2/28/2024	5/28/2024	Sara Schreiber
CRC	Wright	Gina	Fiscal Specialist	nr15	nr17	Administrative Assistant	1/14/2024		4/13/2024	Alyssa Roman