



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

Date: Monday, October 31, 2022

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

From: Dean Legler, Director of Compensation/HRIS, Department of Human Resources

Subject: From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of three (3), Full Time Equivalent, Firefighter Equipment Operator In Charge position (and the new pay grade 17IC) at the Milwaukee County General Mitchell International Airport.

File Type: Action Report

REQUEST

A review of the duties to be assigned to the new position requested by the department resulted in the creation of the following new pay grade:

Recommended Title	Firefighter Equipment Operator In Charge
High Org. - Department	504 – General Mitchell International Airport
Low Org. - Division	5062 – GMIA Fire Protection
Number of Positions	3
Pay Grade	17IC
Step 01 (Annual)	\$63,984.48
Step 02 (Annual)	\$67,574.85
Step 03 (Annual)	\$70,201.95
Step 04 (Annual)	\$72,128.49
Step 05 (Annual)	\$73,558.80
Step 06 (Annual)	\$74,989.11
Step 07 (Annual)	\$80,681.16

POLICY

Milwaukee County Code of General Ordinances:	17.05 (1)
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BACKGROUND

The Department of Human Resources is responsible for assessing the duties associated with the position and providing a job title and compensation recommendation to the Committee on Personnel. The request to create the position is being reviewed separately by the Committee on Finance. This process is in accordance with Chapter

17.05 (1) of the Milwaukee County General Ordinances.

Related File No's:	
Associated File No's (Including Transfer Packets):	
Previous Action Date(s):	

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

The Department of Human Resources requests the approval of the classification recommendation. The Department of Human Resources is responsible for assessing the duties associated with the position and providing a job title and compensation recommendation.

TERMS

VIRTUAL MEETING INVITES

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PREPARED BY:

Dean Legler, Director of Compensation/HRIS, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Job Evaluation Questionnaire (JEQ)

cc: David Crowley, County Executive
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Donna Martin, Executive Director, Department of Transportation
Brian Dranzik, Executive Director, General Mitchell International Airport
Arvis Williams, HR Manager, Department of Human Resources
Marco Gruchalski, HR Business Partner, Department of Human Resources