

COUNTY OF MILWAUKEE
Department of Human Resources
 INTER-OFFICE COMMUNICATION

DATE : February 21, 2020

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Reallocation Request for the March 2020 Personnel Committee Meeting, Proposed Reallocation of Ninety Five (95) Paramedic & Trainer Hourly Positions Within OEM**

The Milwaukee County Department of Human Resources is requesting the approval of the reallocation of the classification of ninety five (95) Paramedic & Trainer Hourly positions within OEM title code 00054810, effective Pay Period 9, beginning April 5, 2020.

This submittal includes a resolution and accompanying fiscal note in support of a request to reallocate (95) Paramedic & Trainer Hourly positions within OEM. The reallocation request asks the Chief Human Resources Officer to implement the following reallocation and resulting increases effective Pay Period 9 upon Board of Supervisors approval.

| REQUESTOR | ORDINANCE TYPE | CURRENT TITLE | RECOMMENDED TITLE | NO. POSITIONS | CURRENT | | | | | RECOMMENDED | | | | | Civil Service Classification | Comments | Effective Date | % |
|-----------|----------------|-------------------------|-------------------------|---------------|---------|-----------------|------|-----------------|-----|-----------------|-----------|-----------------|------------------------------------|----------|------------------------------|----------|----------------|---|
| | | | | | PAY | ANNUAL PAY RATE | PAY | ANNUAL PAY RATE | PAY | ANNUAL PAY RATE | PAY | ANNUAL PAY RATE | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 13 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 5.80% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 19 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 8.70% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 8 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 11.94% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 5 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 16.27% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 7 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 20.91% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 1 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 8.02% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 1 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 14.28% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 1 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 17.78% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |
| OEM | Reallocation | Paramedic & Trainer Hly | Paramedic & Trainer Hly | 40 | 01 S | 40,783.90 | 01 S | 43,148.40 | 18 | 01 S | 43,148.40 | Classified | Reallocation based on market data. | 4/6/2020 | 17.78% | | | |
| | | | | | 02 S | 41,867.46 | 02 S | 44,367.96 | | | | | | | | | | |
| | | | | | 03 S | 43,148.40 | 03 S | 45,652.64 | | | | | | | | | | |
| | | | | | 04 S | 44,367.96 | 04 S | 47,420.39 | | | | | | | | | | |
| | | | | | 05 S | 45,652.64 | 05 S | 49,311.98 | | | | | | | | | | |

These reallocations are being requested to Properly align the roles with market.

Copy:

Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Raisa Koltun, Chief of Staff, Office of the County Executive
Supervisor Eddie Cullen, Chairman, Committee on Personnel
Supervisor James "Luigi" Schmitt, Chairman, Committee on Finance and Audit
Teig Whaley-Smith, Director, Department of Administrative Services (DAS)
Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS
Dan Laurila, Operating Budget Manager, DAS-PSB
Julie Landry, Chief Human Resources Officer
Christine Westrich, Director, Office of Emergency Managemen