



Milwaukee County
Department of Human Resources
 INTER-OFFICE COMMUNICATION

Date: Friday, May 19, 2023

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

From: Margo Franklin, Chief Human Resource Officer, Department of Human Resources

Subject: From the Chief Human Resource Officer, Department of Human Resources, Requesting Reallocation of (1) Manager Energy Program (Location 115 - DAS – Dept Administrative Services, Fiscal Affairs; Dept 5743 – DAS Sustainability)

File Type: Action Report

REQUEST

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate (1) Energy Program Manager (Location 115 - DAS – Dept Admin Svcs Fiscal Affairs Dept 5743 – DAS Sustainability).

The associated job description is included for reference.

The reallocation request asks the Chief Human Resources Officer to implement the following reallocation upon Board of Supervisors approval.

REQUESTOR	TITLE	NO. POSITIONS	CURRENT		RECOMMENDED		Effective Date		
			PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
DAS	Manager Energy Program	1	32M	Min	\$74,766.00	34M	Min	\$81,556.80	5/28/2023
				Max	\$89,024.00		Max	\$97,136.00	
				Current	\$73,299.00		Proposed	\$81,557.00	
DAS	Energy Program Manager	1	32M	Min	\$74,766.00	34M	Min	\$81,556.80	5/28/2023
				Max	\$89,024.00		Max	\$97,136.00	
				Current	\$73,299.00		Proposed	\$81,557.00	

POLICY

Milwaukee County Code of General Ordinances:	17.055
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BACKGROUND

The Department of Human Resources is responsible for assessing the duties associated with a position and reviewing those duties with respect to the external market and internal roles for comparison. This reallocation is being requested to address better alignment with the market for this specific role. With respect to the role's critical responsibilities, increasing the recommended grade for this role has been determined to be appropriate.

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
Moving the positions to this level will align more appropriately with market and allow for ability to have proper skill set required.
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The Department of Human Resources requests the approval of the classification recommendation. There is no current cost associated with this reallocation.

VIRTUAL MEETING INVITES

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PREPARED BY:

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

APPROVED BY:

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

ATTACHMENTS:

Resolution
 Fiscal Note
 Reference Job Description

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive’s Office
 Supervisor Willie Johnson Jr, Chairman, Committee on Personnel
 Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS
 Amy McKinney, Operating Budget Manager, DAS-PSB
 Margo Franklin, Chief Human Resources Officer, Department of Human Resources
 Steve Cady, Research & Policy Director, Office of the Comptroller
 Aaron Hertzberg, Director, Department of Administrative Services
 Tahir Hassan, Chief Technology Officer, Department of Administrative Services IMSD
 Sarah Zaug, HR Manager, Department of Human Resources
 MaryBeth Buechel, HR Business Partner, Department of Human Resources