



*Milwaukee County*  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**REVISED**  
**File 25-16**

Date: April 4, 2025

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)

File Type: Informational Report

**REQUEST**

HR is providing an informational report for the April 2025, Personnel Committee Meeting, Reference File 25-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

**POLICY**

Wisconsin State Statutes:	<a href="#">63.05 (3)</a> , <a href="#">63.07</a>
Milwaukee County Code of General Ordinances:	<a href="#">17.05 (2)</a> , <a href="#">17.10</a> , <a href="#">17.09</a> , <a href="#">17.23</a> , <a href="#">17.08</a> , <a href="#">17.085</a> , <a href="#">17.265</a>

**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.

Related File No's:	<a href="#">File 25-16</a>
Previous Action Date(s):	01/14/2025, 03/04/2025

**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**

[Margo.Franklin@milwaukeecountywi.gov](mailto:Margo.Franklin@milwaukeecountywi.gov)

[Tony.Maze@milwaukeecountywi.gov](mailto:Tony.Maze@milwaukeecountywi.gov)

[Joseph.Lamers@milwaukeecountywi.gov](mailto:Joseph.Lamers@milwaukeecountywi.gov)

[Daniel.Laurila@milwaukeecountywi.gov](mailto:Daniel.Laurila@milwaukeecountywi.gov)

**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 March 17, 2025)

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  
Clarence Kinnard, Committee Coordinator, Office of the County Clerk

Personnel Committee Meeting  
Compensation Report  
April 2025

REVISED

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 Grade	Current		Current Sal Only	New Grade	Recommended		New Sal Only	Classification	Percentage	Effective Date	Comp Reason
							Min	Max			Min	Max					
1	Advancement	City of Milwaukee Sheriff's Department	Correctional Officer Lieutenant	Correctional Officer Lieutenant	1	NRC2	\$77,667.20	\$93,600.00	\$77,650.34	NRC2	\$77,667.20	\$93,600.00	\$83,200.00	Classified	7.15%	3/30/2025	Advancement in Range
2	Advancement	City of Milwaukee Sheriff's Department	Clerical Assistant	Clerical Assistant	1	NR13	\$32,760.00	\$49,150.40	\$36,795.20	NR13	\$32,760.00	\$49,150.40	\$41,600.00	Classified	13.06%	3/30/2025	Advancement in Range
3	Advancement	City of Milwaukee Department of Health, Behavior and Society	Benefits Specialist Supervisor	Benefits Specialist Supervisor	1	31M	\$74,235.20	\$88,400.00	\$74,235.20	31M	\$74,235.20	\$88,400.00	\$78,540.00	Classified	5.80%	4/27/2025	Advancement in Range
4	Advancement	City of Milwaukee Department of Health, Behavior and Society	Quality Improvement Coordinator Resident Center	Quality Improvement Coordinator Resident Center	1	29	\$67,849.60	\$81,307.20	\$74,214.40	29	\$67,849.60	\$81,307.20	\$76,377.60	Classified	2.91%	4/27/2025	Advancement in Range
5	Advancement	City of Milwaukee Department of Health, Behavior and Society	Disability Benefits Specialist	Disability Benefits Specialist	1	16Z4	\$47,902.40	\$65,748.80	\$52,915.20	16Z4	\$47,902.40	\$65,748.80	\$57,283.20	Classified	8.25%	4/27/2025	Advancement in Range

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Apr-25									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	Parks	Field Marking Assistant	06PM	\$20.11	\$25.78	\$22.85	2/17/2025	Training and experience exceed the minimum qualifications for this position.
2	New Hire	CRC	Quality Assurance Coordinator	26	\$30.36	\$35.89	\$33.75	2/17/2025	Training and experience exceed the minimum qualifications for this position.
3	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.70	\$25.05	\$20.24	2/17/2025	Training and experience exceed the minimum qualifications for this position.
4	New Hire	HR	Employee Relations Assistant	NR17	\$19.88	\$29.83	\$22.24	2/17/2025	Training and experience exceed the minimum qualifications for this position.
5	New Hire	HR	Employee Relations Assistant	NR17	\$19.88	\$29.83	\$22.24	2/17/2025	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Parks	Park Maintenance Worker	NR18	\$21.08	\$31.60	\$23.11	2/17/2025	Training and experience exceed the minimum qualifications for this position.
7	New Hire	DHHS	ADRC Professional	16Z4	\$23.03	\$31.61	\$28.25	3/3/2025	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Sheriff	Stores Clerk I Sheriff	NR12	\$14.87	\$22.28	\$19.64	3/3/2025	Training and experience exceed the minimum qualifications for this position.
9	New Hire	Sheriff	Public Safety Security Officer	NR14	\$16.70	\$25.05	\$18.50	3/3/2025	Training and experience exceed the minimum qualifications for this position.
10	New Hire	ROD	Real Estate Clerk	NR14	\$16.70	\$25.05	\$23.00	3/3/2025	Training and experience exceed the minimum qualifications for this position.
11	New Hire	Sheriff	Clerical Specialist Sheriff	NR14	\$16.70	\$25.05	\$19.84	3/3/2025	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Courts	Clerical Specialist Courts	NR14	\$16.70	\$25.05	\$20.24	3/3/2025	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT**  
**Personnel Committee Meeting**  
**April 2025**

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

Dual Employments  
Personnel Committee Meeting  
April 2025

Dept	Last Name	First Name	Current Classification	Current Pay Range	Dual Employment	Dual Employment Pay Range
------	-----------	------------	------------------------	-------------------	-----------------	---------------------------

Currently, there are no "Dual Appointments" to report.

**Emergency Appointment Report**  
**Personnel Committee Meeting**  
**April 2025**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
------	-----------	------------	-------------------	-------	--------	---------------------	---------	-----------

Currently, there are no "Emergency Appointments" to report.

Temporary Appointment Report  
Personnel Committee Meeting  
April 2025

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
-----------	------	-----------------	------------	-------------------	-----------	--------	---------------------------------	---------------------	-----------

Currently, there are no "Temporary Appointments" to report.



Temporary Assignment to a Higher Classification (TAHC) Report  
Personnel Committee Meeting  
April 2025

<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>
Sheriff	Boyd	Stephanie	Correctional Officer	nrc1	nrc3	Correctional Officer Seargent	1/19/2025		4/18/2025	joseph Haasch
OEM	Breyer	Teresa	Specialist Radio Systems OEM	nr23	38m	Radio Division Director	12/1/2024	3/1/2025	5/29/2025	Daniel Weber
Sheriff	Dantzler	Nathan	Correctional Officer	nrc1	nrc3	Correctional Officer Seargent	1/19/2025		4/18/2025	Rafael Gomez
Parks	Davitz	Owen	Park Worker III Seasonal Adv	5100	17z1	Park Maintenance Worker	10/13/2024	1/11/2025	4/11/2025	Todd Lezala
Sheriff	Fofana	Hydeia	Correctional Officer	nrc1	nrc3	Correctional Officer Seargent	1/19/2025		4/18/2025	Tiara Guyton
DAS	Hayes	Sean	Director, AE&ES	nr33e	nr37e	Director Facilities Management	1/3/2025		4/2/2025	Stuart Carron
Sheriff	Holland	Earl	Correctional Officer	nrc1	nrc3	Correctional Officer Seargent	1/19/2025		4/18/2025	Inga Hooks
DOT	Jerominski	David	Highway Mintenance Worker 3	24oe	26m	Lead Maintenance Worker Bridge Crew	10/14/2024	1/14/2025	4/14/2025	Michael Toth
DOT	Klein	Austin	Fleet Mechanic	24	26	Lead mechanic PT/UF	10/20/2024	1/21/2025	4/21/2025	vacant
Sheriff	Koth	Philip	Deputy Sheriff	17bz	22b	Deputy Sheriff Sergeant	5/26/2024	2/20/2025	5/20/2025	vacant
DAS	McKinney	Amy	Financial Manager CBO	nr30	nr32	CBO Director	2/17/2025		5/17/2025	James Moon
Parks	Minser	Halley	Resoration Ecologist	22	21	Conservation Biologist	2/3/2025		5/4/2025	Emille Bumeister
DOT	Nemitz	Craig	Fleet Mechanic	24	26	Lead mechanic PT/UF	10/20/2024	1/21/2025	4/21/2025	vacant
Sheriff	Turner	Kerry	Correctional Officer LT.	nrc2	nr29e	Manager Correction	1/27/2025		4/26/2025	Andrew Hintz
Parks	Zimmerman	Ryan	Park Worker III Seasonal Advanced	5100	nr18	Park Maintenance Worker	2/21/2025		5/22/2025	Fabian Ramos