



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: May 20, 2026
To: Marcelia Nicholson-Bovell, Chairwoman, Milwaukee County Board of Supervisors
From: Claire Miller, Interim Chief Human Resources Officer, Department of Human Resources
Subject: From the Interim 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 June 2026, Personnel Committee Meeting, Reference File 26-16. 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. Rows include 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. Rows include Related File No's (26-244, 26-245) and Previous Action Date(s) (01/20/2026, 03/03/2026, 05/20/2026).

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, Department of Human Resources
Dan Laurila, Director Operating Budget, Department of Strategy, Budget & Performance

APPROVED BY:

Claire Miller, Interim 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 May 13, 2026)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Supervisor Deanna Alexander, Chair, Committee on Personnel
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
Nicholas Sinram, Director – Department of Strategy, Budget & Performance
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
June 2026**

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 | Operations Assistant | DHHS System Navigator | 1 | NR12 | \$31,241.60 | \$46,820.80 | \$43,929.60 | NR20 | \$49,753.60 | \$74,630.40 | \$49,753.60 | Classified | 13.30% | 6/28/2026 | Reclassing position to align job title with job duties and responsibilities. |
| 2 | Reclassification | DHHS | Operations Assistant | DHHS System Navigator | 1 | NR12 | \$31,241.60 | \$46,820.80 | \$45,219.20 | NR20 | \$49,753.60 | \$74,630.40 | \$49,753.60 | Classified | 10.00% | 6/28/2026 | Reclassing position to align job title with job duties and responsibilities. |
| 3 | Reclassification | Airport | Information Technology Manager | Sr Information Technology Manager | 1 | NR32E | \$100,089.60 | \$150,134.40 | \$120,536.00 | NR35 | \$119,225.60 | \$178,796.80 | \$120,536.00 | Unclassified | 0.00% | 6/28/2026 | Reclassing position to align job title with job duties and responsibilities. |
| 4 | Advancement | Comptroller | Business Solutions Analyst | Business Solutions Analyst | 1 | NR27 | \$74,796.80 | \$112,195.20 | \$83,200.00 | NR27 | \$74,796.80 | \$112,195.20 | \$89,024.00 | Classified | 7.00% | 6/28/2026 | Advancement in Range |

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-26

| INDEX | REASON | REQUESTOR | CURRENT CLASSIFICATION | PAY GRADE | Min | | Rate | APPOINTMENT DATE | JUSTIFICATION |
|-------|----------|--------------|--|-----------|---------|---------|---------|------------------|--|
| 1 | New Hire | Parks | Carpenter | BT23 | \$28.21 | \$42.30 | \$40.46 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 2 | New Hire | Zoo | EVS Worker | NR14 | \$16.87 | \$25.31 | \$17.34 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 3 | New Hire | ROD | Clerk Vital Records | NR14 | \$16.87 | \$25.31 | \$24.00 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 4 | New Hire | ROD | Clerk Vital Records | NR14 | \$16.87 | \$25.31 | \$24.00 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 5 | New Hire | Courts | Sr Assistant Clerical | NR14 | \$16.87 | \$25.31 | \$21.00 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 6 | New Hire | DOT | Administrative Assistant DOT | NR17 | \$20.08 | \$30.13 | \$26.22 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 7 | New Hire | OEM | Dispatcher | NR20 | \$23.92 | \$35.88 | \$24.60 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 8 | New Hire | Courts | Deputy Clerk | NR21 | \$25.37 | \$38.03 | \$25.70 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 9 | New Hire | DHHS | Human Service Worker Nm | NR21 | \$25.37 | \$38.03 | \$26.75 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 10 | New Hire | DHHS | ADRC Professional | NR21 | \$25.37 | \$38.03 | \$27.75 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 11 | New Hire | DHHS | ADRC Professional | NR21 | \$25.37 | \$38.03 | \$28.00 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 12 | New Hire | Courts | Deputy Court Clerk | NR21 | \$25.37 | \$38.03 | \$25.70 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 13 | New Hire | DHHS | Dialectical Behavior Therapy Skills Facilitator | NR21 | \$25.37 | \$38.03 | \$34.75 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 14 | New Hire | Parks | Landscape Architect III | NR25 | \$32.01 | \$48.01 | \$43.27 | 4/13/2026 | Training and experience exceed the minimum qualifications for this position. |
| 15 | New Hire | DHHS | Office Support Assistant II Nm | NR12 | \$15.02 | \$22.51 | \$19.25 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 16 | New Hire | Sheriff | Public Safety Officer | NR14 | \$16.87 | \$25.31 | \$20.00 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 17 | New Hire | County Clerk | Administrative Secretary Legislative Assistant III | NR18 | \$21.30 | \$31.92 | \$26.00 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 18 | New Hire | Parks | Park Maintenance Worker | NR18 | \$21.30 | \$31.92 | \$23.75 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 19 | New Hire | DHHS | Human Service Worker Nm | NR21 | \$25.37 | \$38.03 | \$28.75 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 20 | New Hire | DHHS | Human Service Worker Nm | NR21 | \$25.37 | \$38.03 | \$28.50 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 21 | New Hire | IMSD | Business Intelligence Analyst | NR27 | \$35.96 | \$53.94 | \$38.00 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 22 | New Hire | DAS | Manager Environment Compliance | NR28 | \$38.11 | \$57.17 | \$46.00 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jun-26

| INDEX | REASON | REQUESTOR | CURRENT CLASSIFICATION | PAY GRADE | Min | | Rate | APPOINTMENT DATE | JUSTIFICATION |
|-------|----------|-----------|-----------------------------|-----------|---------|---------|---------|------------------|--|
| 23 | New Hire | DAS | Manager Contract Compliance | NR30 | \$42.84 | \$64.24 | \$46.90 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 24 | New Hire | IMSD | IT Project Office Manager | NR31 | \$45.40 | \$68.10 | \$60.10 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |
| 25 | New Hire | Airport | Deputy Sheriff Captain DF | NR31E | \$45.40 | \$68.10 | \$56.74 | 4/27/2026 | Training and experience exceed the minimum qualifications for this position. |

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
June 2026**

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

**Dual Employments
Personnel Committee Meeting
June 2026**

| Dept | Last Name | First Name | Current Classification | Current Pay Range | Dual Employment | Dual Employment Pay Range | Dual Employment Date Begin |
|-------------|------------------|-------------------|-------------------------------|--------------------------|------------------------|----------------------------------|-----------------------------------|
|-------------|------------------|-------------------|-------------------------------|--------------------------|------------------------|----------------------------------|-----------------------------------|

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

**Emergency Appointment Report
Personnel Committee Meeting
June 2026**

| 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
June 2026**

| 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
June 2026**

| <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</u> | <u>TAHC Date End</u> | <u>Reason</u> |
|-------------|------------------|-------------------|-------------------------------------|----------------------|----------------------|--|------------------------|---------------------------|----------------------|----------------|
| ROD | Ivery | Chastity | Clerk Vital Records | nr14 | nr17 | Vital Records Lead | 4/17/2026 | | 7/16/2026 | Natalia Rivas |
| Sheriff | Koth | Philip | Deputy Sheriff | 17bz | 22b | Deputy Sheriff Sergeant | 5/3/2026 | | 7/31/2026 | vacant |
| Parks | Kleczkowski | Nick | Electrical Mechanic | bt26 | bt29 | Electrical Mechanic Supervisor | 3/6/2026 | | 6/4/2026 | Tony Crivello |
| DAS | Lamendola | Elena | Manager Financial CBO | nr30 | nr32e | CBO Director | 3/30/2026 | | 6/28/2026 | Amy Mckinney |
| DHHS | Lorenz | Amy | Deputy Administrator Operations NHS | nr33e | nr35e | Administrator BHS | 4/13/2026 | | 7/13/2026 | Michael Lappen |
| HHS | McGlaston | Mashunda | Deputy Administrator, Ops | nr33e | ne35e | Child Support Administrator | 3/10/2026 | | 6/8/2026 | Artis Landon |
| Parks | Mehring | Alex | Park Worker 3 Seasonal | nr07 | nr21 | Lead Park Maintenance Worker | 4/12/2026 | | 7/11/2026 | Heidi Koszuta |
| BHD | Pittman | Laura | Coordinator Contract Service BHD | nr23 | nr28 | Manager of Contract and Network Services | 1/26/2026 | 4/26/2026 | 7/26/2026 | Brenda Smith |
| Sheriff | Sexton | Maxwell | Deputy Sheriff | 17bz | 22b | Deputy Sheriff Sergeant | 5/3/2026 | | 7/31/2026 | vacant |
| Parks | Talltzko | Robert | Parks Utility Maint. Worker | nr19 | nr23 | Supervisor Parks Utilitiy | 4/20/2026 | | 7/19/2026 | Mark Anger |