

Milwaukee County

Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: Wednesday, June 21, 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 (27) Parks Maintenance Worker

Nm (Location 900 - Parks, Department - Various)

File Type: Action Report

REQUEST

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate (27) Parks Maintenance Worker Nm (Location 900 - Parks, Department - Various). The associated job description is also included for reference.

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

REQUEST	ТҮРЕ	TITLE	NO. POSITION S	CURRENT				RECOMMENDED					
OR				PAY RANGE		ANNUAL PAY RATE	PAY RANGE		ANNUAL PAY RATE		Civil Service Classification	Comments	Effective Date
					Min	\$44,512.00		Min	\$46,009.60				
Parks	Reallocation	Parks Maintenance	27	13Z3	Max	\$47.382.40	1771	Max	\$49.899.20		Classified	Reallocating position to align salary with job	8/6/2023
Falks	Reallocation	Worker Nm	21	1323			1/21		,		Classilled	duties & responsibilities.	0/0/2023
		Parks Maintenance	<u> </u>		Min	\$46,009.60		Min	\$46,009.60			Reallocating position to align salary with job	+
Parks	Reallocation	Worker	27	17Z1	Max	\$49,899.20	17Z1	Max	\$49,899.20		Classified	duties & responsibilities.	8/6/2023
					Parts Maintenance Worken Im Parts Maintenance Worken Im	1323 1323 1323 1323 1323 1323 1323 1323	\$ 48,024 \$ 48,024 \$ 47,558 \$ 48,024 \$ 48,024 \$ 44,682 \$ 44,682		Parks Maintenance Worker Parks Maintenance Worker	1721 1721 1721 1721 1721 1721 1721 1721	\$ 50,070 \$ 50,070 \$ 50,070 \$ 49,068 \$ 49,068 \$ 5 49,068 \$ 49,068 \$ 49,068 \$ 49,068 \$ 49,068 \$ 48,024 \$ 46,166 \$ 46,166 \$ 46,166 \$ 46,166 \$ 46,166 \$ 46,166 \$ 46,166 \$ 46,166 \$ 5		
					Parks Maintenance Worker Nm Parks Maintenance Worker Nm	13Z3 13Z3	\$ 44,683		Parks Maintenance Worker Parks Maintenance Worker	17Z1 17Z1	\$ 46,166 \$ 46,166		
						13Z3	\$ 44.512		Parks Maintenance Worker	17Z1	\$ 46,166		
					Parks Maintenance Worker Nm	13Z3	\$ 44,512		Parks Maintenance Worker	1721	\$ 46,166		
					Parks Maintenance Worker Nm		\$ 44,512		Parks Maintenance Worker	17Z1	\$ 46,166		
					Parks Maintenance Worker Nm	13Z3			Parks Maintenance Worker	17Z1	,		
					Parks Maintenance Worker Nm				Parks Maintenance Worker	17Z1			

POLICY

Milwaukee County Code of General Ordinances:	<u>17.055</u>
--	---------------

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. The cost associated with this reallocation will be funded within the department.

TERMS

[Include specific term start and end dates, renewal options, automatic renewals, and termination clauses]

N/A

VIRTUAL MEETING INVITES

Margo.Franklin@milwaukeecountywi.gov Guy.Smith@milwaukeecountywi.gov Joseph.Lamers@milwaukeecountywi.gov Ermira.Hayes@milwaukeecountywi.gov James.Tarantino@milwaukeecountywi.gov

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

Dan Laurila, Director Operating Budget, DAS-PSB

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

Steve Cady, Research & Policy Director, Office of the Comptroller

Guy Smith, Exec Dir Parks

Mira Hayes, Human Resource Business Partner Lisa Ruiz Garcia, Human Resource Manager