



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

File 22-943

Date: August 12, 2022

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

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

Subject: From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of (1) Ironworker Supervisor - (Location 900 - Parks Department, Department - 9430 Maintenance Services)

File Type: Action Report

**REQUEST**

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate (1) Ironworker Supervisor - (Location 900 - Parks Department, Department - 9430 Maintenance Services) and its associated pay grade rate in grade 5104.

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.

REQUESTOR	TITLE	NO. POSITIONS	CURRENT		RECOMMENDED		Effective Date		
			PAY RANGE		PAY RANGE	ANNUAL PAY RATE			
Parks	Ironworker Supervisor	1	5104	Hourly	34.88	5104	Hourly	\$39.46	8/7/2022
				Annual	\$72,550.40		Annual	\$82,076.80	

**POLICY**

Milwaukee County Code of General Ordinances:	<a href="#">17.055</a>
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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.

Related File No's:	N/A
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### **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 position 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**

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### **PREPARED BY:**

Dean Legler, Director of Compensation/HRIS, 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, Operating Budget Manager, DAS-PSB  
Margo Franklin, Chief Human Resources Officer, Department of Human Resources  
Steve Cady, Research & Policy Director, Office of the Comptroller  
Guy Smith, Ex. Director, Parks  
Myra Hayes, HRBP  
Lisa Ruiz Garcia, HR Mgr