



Milwaukee County

Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: February 17, 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) Staff Veterinarian Role (Location 950 - Zoological Department - Department 9512 Animal Health)
File Type: Action Report

REQUEST

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate (1) Staff Veterinarian Role (Location 950 - Zoological Department - Department 9512 Animal Health).

In addition to the reallocation, the roles will also be re-titled to Associate Veterinarian.

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.

Table with 7 columns: REQUESTOR, TITLE, NO. POSITIONS, CURRENT PAY RANGE, CURRENT ANNUAL PAY RATE, RECOMMENDED PAY RANGE, RECOMMENDED ANNUAL PAY RATE, Effective Date. It details the transition from a Staff Veterinarian role to an Associate Veterinarian role.

POLICY

Milwaukee County Code of General Ordinances: 17.055

**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 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**

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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  
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  
Amos Morris, Zoo Director  
Mary Polaris, HRBP  
Sarah Zaug, HR Mgr