

**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**DATE** : June 17, 2020

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

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

**SUBJECT** : **Informational Report for July 2020 Personnel Committee Meeting**

Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

The reports are:

- 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 June 8, 2020)

These reports are provided in accordance with the provisions of Chapter 17 of the County General Ordinances and may be included on the agenda of the July 14, 2020 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting  
Compensation Report  
July 2020**

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 #	REQUESTOR	TYPE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
			TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
1	DHHS	Reclassification	Human Serv Worker NM	Provider Network Coordinator	1	16Z4	01	\$ 42,882.29	27M	01	\$ 57,416.17	Classified	Reclassing position to align salary with job duties & responsibilities.	6/1/20	21.08%
							02	\$ 43,148.40		02	\$ 60,015.35				
							03	\$ 44,367.96		03	\$ 60,796.01				
							04	\$ 45,652.64		04	\$ 63,689.70				
							05	\$ 47,420.39		05	\$ 66,522.24				
							06	\$ 49,311.98							
							07	\$ 51,324.56							
							08	\$ 52,995.61							
							09	\$ 54,739.28							
							10	\$ 56,812.80							
							11	\$ 57,876.49							
							12	\$ 58,905.74							

# July 2020 Monthly Position Change Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Salary Old	Salary New	Salary Variance	Salary 2020 Variance	Effective Date	Funding Source
1	8000 - DHHS	Reclassification	Human Ser Wkr NM	Provider Network Coord	\$ 53,300	\$ 61,809	\$ 8,508	\$ 4,965	6/1/2020	Dedicated Funding

The department has identified a funding source and the action has been approved under Administrative Procedure 03.07 - Position Change Requests

Joe Lamers  
 Director of Performance, Strategy, and Budget

Date  
 June 8, 2020

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 2020										
							^Bold/Shaded boarder denotes rates of incumbents			
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	# OF STEPS ^	REQUESTED HOURLY RATE	ANNUALIZED SALARY BY STEP	APPOINTMENT STEP	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	County Exex	Sr. Constituent Svc Specialist	28M	01	\$28.85	\$60,015.36	3	5/26/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$29.23	\$60,796.00			
					<b>03</b>	<b>\$30.62</b>	<b>\$63,689.81</b>			
					04	\$31.98	\$66,522.16			
					05	\$33.52	\$69,726.75			
2	New Hire	DHHS	Hum Ser Wkr-Juv Justice NM	16Z4	01	\$20.62	\$42,882.29	2	5/4/2020	Training and experience exceed the minimum qualifications for this position.
					<b>02</b>	<b>\$20.74</b>	<b>\$43,148.40</b>			
					03	\$21.33	\$44,367.96			
					04	\$21.95	\$45,652.64			
					05	\$22.80	\$47,420.39			
					06	\$23.71	\$49,311.98			
					07	\$24.68	\$51,324.56			
					08	\$25.48	\$52,995.61			
					09	\$26.32	\$54,739.28			
					10	\$27.31	\$56,812.80			
					11	\$27.83	\$57,876.49			
					12	\$28.32	\$58,905.74			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT  
Personnel Committee Meeting  
July 14, 2020**

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

**Dual Employments  
Personnel Committee Meeting  
July 14, 2020**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Classification</u>	<u>Current Pay Range</u>	<u>Dual Employment</u>	<u>Dual Employment Pay Range</u>
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Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report  
Personnel Committee Meeting  
July 14, 2020**

<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Title Description</b>	<b>Class</b>	<b>Status</b>	<b>Emergency Appt Date</b>	<b>AppType</b>	<b>Pay Range</b>
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Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report  
Personnel Committee Meeting  
July 14, 2020**

<b>Requestor</b>	<b>Dept</b>	<b>Last Name</b>	<b>First Name</b>	<b>Title Code</b>	<b>Title Description</b>	<b>Emp Class</b>	<b>Status</b>	<b># of Hours in Payroll Period</b>	<b>Temporary Appt Date</b>	<b>Appt Type</b>
District Attorney	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT



**Temporary Assignment to a Higher Classification (TAHC) Report  
Personnel Committee Meeting  
July 14, 2020**

<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>
DHHS	LaGrant	Shakita	Assistant Administrator Disability Services	35M	904E	Director Health and Human Services	5/4/2020		8/11/2020	Vacant Position
DHHS	Luster	Marietta	Program Coordinator	29M	35M	Assistant Admin Disability Services	5/4/2020		8/11/2020	Incumbent in TAHC
HOC	Hernandez	Jose	Assistant Superintendent	902E	903E	Superintendent	6/1/2020		8/30/2020	Vacant Position
HR	Ruiz	Lisa	Manager	35M	903E	Director, Employee Relations	5/18/2020		8/14/2020	Vacant Position
Parks	Borkowski	Marc	Park Worker 3 Seasonal	5108	13Z3	Park Maintenance Worker	5/18/2020		8/18/2020	Vacant Position
Parks	Love	Devante	Parks Maintenance Worker	13Z3	18Z	Park MaintenaNce Worker 2 IC	5/18/2020		8/18/2020	Vacant Position
Parks	Radakovich	Ramsey	Manager Operations	33M	902E	Director Ops Field Parks	3/4/2020	5/19/2020	8/19/2020	Vacant Position
Parks	Walker	Craig	Park Worker 3 Seasonal	5108	13Z3	Park Maintenance Worker	5/18/2020		8/18/2020	Vacant Position
Sheriff	Beal	Thomas	Deputy Sheriff Lt.	34M	915E	Sheriff Office Captian	5/2/2020	2/23/2020	8/1/2020	Vacant Position
Sheriff	DeSmet	David	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	5/2/2020	2/2/2020	8/1/2020	Vacant Position
Sheriff	Nazario	Robert	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	5/2/2020	2/2/2020	8/1/2020	Vacant Position
Sheriff	Joshua	Cassandra	Deputy Sheriff	17BZ	34M	Deputy Sheriff Lt.	5/2/2020	2/23/2020	8/1/2020	Vacant Position
Sheriff	Galezewski	Michael	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sgt.	5/2/2020	2/2/2020	8/1/2020	Vacant Position
Zoo	Melendez	Nancy	EVS Assist. Supervisor	9	24M	EVS Supervisor	4/27/2020		7/27/2020	Vacant Position