



Milwaukee County

Department of Human Resources

INTER-OFFICE COMMUNICATION

TO: Theodore Lipscomb Sr., Chairman, Milwaukee County Board of Supervisors

FROM: Kerry Mitchell, Chief Human Resources *KM*

DATE: October 12, 2016

SUBJECT: Informational Report Regarding Unclassified Pay Ranges

Background

I received a memo from Chairman Lipscomb requesting an informational report outlining the steps taken to create the pay range for the Director of Health and Human Services position, and to report whether or not the County Board approved the pay range. In the memo, a request was also made for a list of all pay ranges not previously approved by the County Board, including the names and salaries of those assigned to each range. This information was requested by the County Board, and provided:

- 15-238 (3/19/2015)
- 15-635 (9/17/2015)
- 15-688 (11/2/2015)

This report includes our most up-to-date data from October 2016.

Steps to Create Pay Ranges

1. First, our Compensation Analysts gather information about job duties, minimum job requirements (years of experience, education, etc.) and scope of responsibilities, primarily achieved by establishing a Job Evaluation Questionnaire (JEQ) with the manager for the position.
2. Next, we gather market-appropriate data from independent, third-party survey companies. In each case, we consider the position and look for surveys that best match the position. For example, if we are looking at a Zookeeper position, we would certainly include review of the American Zoological Association's (AZA) survey. For the Director of the Department of Health & Human Services position, we looked at independent municipal surveys, national data from the Economic Research Institute (ERI), and local, regional and national municipality data.
3. Next, we compare the position to similar positions internally (if such positions exist), to ensure the grade level is not out of line with other similar jobs.
4. Based on the data provided, we assign a pay range to the position, using the midpoint as the average pay based on the market data we've gathered. Pay range spreads vary, depending on job level, from 35% to 50% between the minimum and the maximum.

5. We discuss our recommendation with the Manager, and discuss any concerns or questions at this time, agreeing to the new pay range.
6. If the position is in the **classified** service (approximately 90% of County jobs are), a request for approval is reviewed at Personnel Committee, and the grade assignment is eventually approved or denied. Next, our Compensation staff migrates the individuals in the job classification into the new pay range. In cases where an incumbent's salary falls below the new grade minimum, we bring the person's base salary up to at least the minimum of the new pay range.
7. Moving forward, pay can increase for a number of reasons: annual across-the-board increases, performance increases, pay equity or retention issues. Exceptional performers should generally advance more quickly in their pay range, serving as a retention tool.

In the case of the Director of Health and Human Services position, these steps were followed, just as they are followed for any position at the County. The new range was presented to the County Executive, based upon HR's review of survey and salary data. The County Executive negotiated a new salary with the incumbent, based upon a wide variety of factors, including performance and retention.

Attached Reports

The attached reports include all of the unclassified ranges in current use at the County. These ranges were not requested for approval by the County Board, due to direction HR has received to follow Corporation Counsel's opinion that the Board has no authority over unclassified positions. Should the outcome of the current lawsuit establish that the County Board does indeed have legal authority over unclassified positions, HR would follow the same process as we currently do in requesting approval from the Board to establish pay ranges for classified positions.

CC: Chris Abele, County Executive
Raisa Koltun, Chief of Staff to the County Executive
Kelly Bablitch, Chief of Staff to the Chairman
James "Luigi" Schmitt, Chairman of Personnel Committee
Mike Blickhahn, Director of Compensation & HRIS

Last Name	First Name	Annualized Pay Rate	Pay Grade	Job Code Description	Min	Mid	Max
DuPont	Branden	---	A010	Intern DA	\$23,371.09	\$28,045.06	\$32,720.06
Kuzniar	Kristyn	---	A010	Intern DA	\$23,371.09	\$28,045.06	\$32,720.06
Kwaterski	Andrew	---	A010	Intern Administrative WP	\$23,371.09	\$28,045.06	\$32,720.06
Luehrs	Casey	---	A010	Intern Administrative WP	\$23,371.09	\$28,045.06	\$32,720.06
Mong	Andrew	---	A010	Intern DA	\$23,371.09	\$28,045.06	\$32,720.06
Nelson	Jason	---	A010	Intern IT	\$23,371.09	\$28,045.06	\$32,720.06
Patton	Sharmaine	---	A010	Intern IT	\$23,371.09	\$28,045.06	\$32,720.06
Phadke	Jeevan	---	A010	Intern Administrative WP	\$23,371.09	\$28,045.06	\$32,720.06
Schultz	Jeffrey	---	A010	Intern Airport	\$23,371.09	\$28,045.06	\$32,720.06
Schwartz	Lucas	---	A010	Intern IT	\$23,371.09	\$28,045.06	\$32,720.06
Singh	Chayanika	---	A010	Intern Airport	\$23,371.09	\$28,045.06	\$32,720.06
Thompson	Patrick	---	A010	Intern Airport	\$23,371.09	\$28,045.06	\$32,720.06
Winters	Scott	---	A010	Intern IT	\$23,371.09	\$28,045.06	\$32,720.06
Bruss	Jacque	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Carlioni	Teresa	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Harris	Michael	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Hasenbush	Michael	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Lozano	Cynthia	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Maldonado	Marivel	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Rocha	Lorena	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Rocha	Angela	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Wycklendt	Terrance	---	A016	Process Server Hrly	\$33,152.08	\$39,782.91	\$46,412.91
Walsh	Linda	\$44,439.90	A018	Sr Assistant Administration U	\$37,250.10	\$44,700.03	\$52,149.97
Wilson	Carly	\$38,380.15	A018	Sr Assistant Administration U	\$37,250.10	\$44,700.03	\$52,149.97
Arms	Jonette	\$91,124.79	E001	Director Administration Aging	\$61,286.99	\$78,141.02	\$94,995.06
Baldauff	Melissa	\$76,886.25	E001	Director Communications	\$61,286.99	\$78,141.02	\$94,995.06
Bennett	Gordon	\$79,870.87	E001	Director Sustainability	\$61,286.99	\$78,141.02	\$94,995.06
Buesing	Dennis	\$82,675.13	E001	Administrator Contracts	\$61,286.99	\$78,141.02	\$94,995.06
Holton	Nathaniel	\$76,886.25	E001	Deputy Chief of Staff	\$61,286.99	\$78,141.02	\$94,995.06
Naples	Michelle	\$87,928.24	E001	Director Strategic Initiatives	\$61,286.99	\$78,141.02	\$94,995.06
Ochnikowski	Timothy	\$78,650.76	E001	Director Disability Services	\$61,286.99	\$78,141.02	\$94,995.06
Zautke	Claire	\$61,899.86	E001	Director Community Relations	\$61,286.99	\$78,141.02	\$94,995.06
Bablitch	Kelly	\$102,200.38	E002	Adm Sec Chief Of Staff	\$67,415.92	\$85,954.96	\$104,494.00
Cox	James	\$92,086.38	E002	Deputy Director Sheriff	\$67,415.92	\$85,954.96	\$104,494.00
Drews	Roberta	\$93,470.77	E002	Director Strategic Planning	\$67,415.92	\$85,954.96	\$104,494.00
Evans	Nancy	\$92,086.38	E002	Deputy Director Sheriff	\$67,415.92	\$85,954.96	\$104,494.00
Janowski	Jonathan	\$76,886.25	E002	Director Legislative Affairs	\$67,415.92	\$85,954.96	\$104,494.00
Mathy	James	\$100,416.60	E002	Administrator Housing	\$67,415.92	\$85,954.96	\$104,494.00
McLaughlin	Frances	\$84,696.00	E002	Deputy Director Sheriff	\$67,415.92	\$85,954.96	\$104,494.00
Nyklewicz	Kevin	\$92,168.97	E002	Deputy Director Sheriff	\$67,415.92	\$85,954.96	\$104,494.00
Weberg	Tobie	\$92,168.97	E002	Deputy Director Sheriff	\$67,415.92	\$85,954.96	\$104,494.00
Budde	David	\$86,210.38	E003	Chief Investigator	\$74,156.99	\$94,550.98	\$114,943.92
Hernandez	Jose	\$100,897.81	E003	Assistant Superintendent	\$74,156.99	\$94,550.98	\$114,943.92

Last Name	First Name	Annualized Pay Rate	Pay Grade	Job Code Description	Min	Mid	Max
Koltun	Raisa	\$103,540.15	E003	Chief of Staff	\$74,156.99	\$94,550.98	\$114,943.92
Lyday	Geri	\$114,704.95	E003	Administrator Disability Svcs	\$74,156.99	\$94,550.98	\$114,943.92
McKenzie	Kerri	\$100,897.81	E003	Assistant Superintendent	\$74,156.99	\$94,550.98	\$114,943.92
Nate	Michelle	\$100,464.70	E003	Deputy Comptroller	\$74,156.99	\$94,550.98	\$114,943.92
Bailey	Edward	\$106,593.91	E004	Administrator FAC	\$81,573.02	\$104,006.03	\$126,438.00
Ceschin	Richard	\$105,093.25	E004	Director HR Ops and Tal Acq	\$81,573.02	\$104,006.03	\$126,438.00
Devcich	Susan	\$100,902.97	E004	Director Operations Rec Parks	\$81,573.02	\$104,006.03	\$126,438.00
Francis	Jennifer	\$95,001.92	E004	Director External AffairsParks	\$81,573.02	\$104,006.03	\$126,438.00
Goeden	Daniel	\$101,420.78	E004	Director Fleet	\$81,573.02	\$104,006.03	\$126,438.00
Mertens	Mark	\$110,089.82	E004	Administrator Delinquency Crts	\$81,573.02	\$104,006.03	\$126,438.00
Ninneman	Marian	\$104,565.30	E004	Director Retirement Plan Svcs	\$81,573.02	\$104,006.03	\$126,438.00
Norris	Ricky	\$120,106.57	E004	Director Business Development	\$81,573.02	\$104,006.03	\$126,438.00
Organ	Jill	\$96,960.00	E004	Chief Planning and Development	\$81,573.02	\$104,006.03	\$126,438.00
Padilla	Luis	\$119,942.55	E004	Director Employee Relations	\$81,573.02	\$104,006.03	\$126,438.00
Pechacek	Amy	\$110,170.80	E004	Director Risk Management	\$81,573.02	\$104,006.03	\$126,438.00
Rich	Elizabeth	\$97,414.87	E004	Director Animal Mgmt Health	\$81,573.02	\$104,006.03	\$126,438.00
Schmidt	Richard	\$118,179.92	E004	Administrator Sheriffs	\$81,573.02	\$104,006.03	\$126,438.00
Smith	James	\$109,961.47	E004	Chief Deputy CircuitCourtClerk	\$81,573.02	\$104,006.03	\$126,438.00
Smith	Guy	\$100,902.97	E004	Director Operations FieldParks	\$81,573.02	\$104,006.03	\$126,438.00
Blickhahn	Michael	\$128,143.75	E005	Director Compensation/HRIS	\$89,729.95	\$114,406.03	\$139,081.90
Davis	Holly	\$120,000.00	E005	Exec Dir Aging	\$89,729.95	\$114,406.03	\$139,081.90
Dorff	Jeanne	\$104,715.45	E005	Deputy Director DHHS	\$89,729.95	\$114,406.03	\$139,081.90
Freiberg	Karen	\$100,897.81	E005	Director Finance and Admin	\$89,729.95	\$114,406.03	\$139,081.90
Hafemann	Michael	\$102,991.39	E005	Superintendent HouseCorrection	\$89,729.95	\$114,406.03	\$139,081.90
Hanchek	Matthew	\$115,602.58	E005	Director Benefits	\$89,729.95	\$114,406.03	\$139,081.90
High	Gregory	\$114,704.95	E005	Director Architecture Engineer	\$89,729.95	\$114,406.03	\$139,081.90
Kreklow	Steven	\$146,106.02	E005	Director Budget and Mgmt	\$89,729.95	\$114,406.03	\$139,081.90
Mcnair	Yul	\$120,000.19	E005	Director Bus Commerical Dev	\$89,729.95	\$114,406.03	\$139,081.90
Oldenburg	Lacey	\$125,751.18	E005	Director Project Mgmt Office	\$89,729.95	\$114,406.03	\$139,081.90
Sullivan	James	\$122,065.89	E005	Exec Dir Child Support Svcs	\$89,729.95	\$114,406.03	\$139,081.90
Tarantino	James	\$102,515.00	E005	Director Economic Development	\$89,729.95	\$114,406.03	\$139,081.90
Westphal	Vera	\$103,600.04	E005	Deputy Chief Adm Officer Zoo	\$89,729.95	\$114,406.03	\$139,081.90
Theis	Jeremy	\$123,018.00	E006	Director Facilities Management	\$98,703.07	\$125,847.07	\$152,990.03
Trisco	Richard	\$131,300.00	E006	Director GovernanceStrategy IT	\$98,703.07	\$125,847.07	\$152,990.03
Dargle	John	\$144,956.21	E007	Exec Dir Parks Rec Culture	\$108,573.92	\$138,431.90	\$168,289.06
Dranzik	Brian	\$131,366.57	E007	Exec Dir Transportation	\$108,573.92	\$138,431.90	\$168,289.06
Mitchell	Kerry	\$136,621.23	E007	Chief Human Resources Officer	\$108,573.92	\$138,431.90	\$168,289.06
Stastny	Thomas	\$116,153.23	E007	Director Ops and Maintenance	\$108,573.92	\$138,431.90	\$168,289.06
Whaley-Smith	Ryan	\$133,269.50	E007	Exec Dir Admin Services	\$108,573.92	\$138,431.90	\$168,289.06
Wikenhauser	Charles	\$134,214.46	E007	Exec Dir Zoo	\$108,573.92	\$138,431.90	\$168,289.06
Colon	Hector	\$179,401.25	E008	Exec Dir Health Human Svcs	\$119,431.10	\$152,274.93	\$185,117.92
Panella	Laurie	\$128,143.75	E008	Chief Information Officer	\$119,431.10	\$152,274.93	\$185,117.92
Bonilla	Ismael	\$176,750.18	E009	Exec Dir Airport	\$131,374.05	\$167,501.98	\$203,629.92

Last Name	First Name	Annualized Pay Rate	Pay Grade	Job Code Description	Min	Mid	Max
Lelinski	Jessica	\$186,850.00	E010	Assistant Medical Examiner	\$144,511.95	\$184,252.02	\$223,992.91
Linert	Brian	\$189,652.75	E010	Assistant Medical Examiner	\$144,511.95	\$184,252.02	\$223,992.91
Smith	Jacob	\$189,652.75	E010	Assistant Medical Examiner	\$144,511.95	\$184,252.02	\$223,992.91
Tlomak	Wieslawa	\$214,411.25	E010	Deputy Chief Medical Examiner	\$144,511.95	\$184,252.02	\$223,992.91
Peterson	Brian	\$248,439.39	E012	Medical Examiner	\$174,858.94	\$222,945.01	\$271,031.90
Little	Cynitha	\$46,007.73	M005	Supervisor Office Management U	\$41,358.93	\$51,699.02	\$62,038.08
Myszewski	Zulma	\$41,358.93	M005	Supervisor Office Management U	\$41,358.93	\$51,699.02	\$62,038.08
Eckert	Larry	\$74,284.18	M007	Deputy Register Of Deeds	\$48,241.02	\$60,301.07	\$72,360.91
LaCaze	Dinah	\$57,850.99	M007	Coordinator Elder Abuse Preven	\$48,241.02	\$60,301.07	\$72,360.91
Foley	Jane	\$57,108.15	M008	Supervisor Victim Witness Svcs	\$52,100.05	\$65,125.01	\$78,149.97
Johnson	Sanetran	\$52,100.05	M008	Supervisor Victim Witness Svcs	\$52,100.05	\$65,125.01	\$78,149.97
Strand	Jessica	\$57,108.15	M008	Supervisor Victim Witness Svcs	\$52,100.05	\$65,125.01	\$78,149.97
Christenson	George	\$70,407.30	M010	Deputy County Clerk	\$60,769.90	\$75,692.02	\$91,154.96
Garbo	Stephanie	\$75,373.97	M010	Manager Operations Judicial U	\$60,769.90	\$75,692.02	\$91,154.96
Henry	Julietta	\$74,835.95	M010	Director Election Commission	\$60,769.90	\$75,692.02	\$91,154.96
Nixon	Angela	\$86,210.32	M010	Manager Recruitment	\$60,769.90	\$75,692.02	\$91,154.96
Ruiz	Lisa	\$78,388.99	M010	Manager Human Resources	\$60,769.90	\$75,692.02	\$91,154.96
Bronikowski	Erika	\$78,780.00	M011	Manager Retirement Services	\$65,631.07	\$82,038.94	\$98,447.02
Peterson	Eric	\$87,137.78	M011	Liaison Government Affairs	\$65,631.07	\$82,038.94	\$98,447.02
Pierce	Peter	\$85,802.50	M011	Superintendent Juvenile Detent	\$65,631.07	\$82,038.94	\$98,447.02
Boehlke	Thomas	\$79,004.79	M012	Deputy Chief Investigator	\$70,882.03	\$88,601.97	\$106,322.94
Cady	Stephen	\$104,320.69	M012	Director Research and Policy	\$70,882.03	\$88,601.97	\$106,322.94
Fleissner	Christine	\$88,966.87	M012	Manager Accounting Comptroller	\$70,882.03	\$88,601.97	\$106,322.94
Grant	Paul	\$89,844.28	M012	Manager Audit Compliance	\$70,882.03	\$88,601.97	\$106,322.94
Hart	Matthew	\$72,381.38	M012	Manager Audit Forensic	\$70,882.03	\$88,601.97	\$106,322.94
Jackson	LaMar	\$79,080.83	M012	Manager Financial Chld Support	\$70,882.03	\$88,601.97	\$106,322.94
Nilles	Peter	\$90,000.00	M012	Director Facilities Planning U	\$70,882.03	\$88,601.97	\$106,322.94
Saffold	Donya	\$84,936.18	M012	Sr Manager Financial	\$70,882.03	\$88,601.97	\$106,322.94
Trudeau	Jere	\$89,844.28	M012	Manager Audit	\$70,882.03	\$88,601.97	\$106,322.94
Viel	Erik	\$99,439.69	M012	Director Radio Services	\$70,882.03	\$88,601.97	\$106,322.94
Weiss	Aaron	\$79,004.79	M012	Deputy Chief Investigator	\$70,882.03	\$88,601.97	\$106,322.94
Bryant	Pamela	\$105,732.21	M013	Manager Financial Capt Comptr	\$76,551.90	\$95,689.98	\$114,829.10
Haley	David	\$93,479.30	M013	Manager Solution Design Del	\$76,551.90	\$95,689.98	\$114,829.10
McCoy	Rickey	\$86,210.32	M013	Manager IT U	\$76,551.90	\$95,689.98	\$114,829.10
Sacho	Christopher	\$93,479.30	M013	Manager Data Center IT	\$76,551.90	\$95,689.98	\$114,829.10
Shoemaker	Andrew	\$93,425.73	M013	Manager IT U	\$76,551.90	\$95,689.98	\$114,829.10
Dorsey	Maria	\$111,425.60	M014	Commissioner Cir Ct Presiding	\$82,677.09	\$103,346.05	\$124,015.01
Brown	Shanin	\$47,885.22	P007	Coordinator Committee	\$40,805.02	\$49,986.98	\$59,168.10
Smith	Allyson	\$47,885.22	P007	Coordinator Committee	\$40,805.02	\$49,986.98	\$59,168.10
Chase	Susan	\$63,299.84	P009	Manager Program Leave ADACmpl	\$47,594.98	\$58,304.06	\$69,012.94
Dostanic	Stefan	\$54,634.88	P009	Coordinator Info County Clerk	\$47,594.98	\$58,304.06	\$69,012.94
Hayden	Erica	\$52,764.95	P009	Analyst Research	\$47,594.98	\$58,304.06	\$69,012.94
Janz-McKnight	Jessica	\$52,764.95	P009	Analyst Research	\$47,594.98	\$58,304.06	\$69,012.94

Last Name	First Name	Annualized Pay Rate	Pay Grade	Job Code Description	Min	Mid	Max
Jensen	Janelle	\$63,299.84	P009	Sr Coordinator Committee	\$47,594.98	\$58,304.06	\$69,012.94
Lucas	Katarina	\$52,764.95	P009	Analyst Research	\$47,594.98	\$58,304.06	\$69,012.94
Bland	Narcisia	\$69,334.59	P010	Lead Auditor	\$51,403.04	\$62,969.09	\$74,534.10
Davis-Spears	Lolita	\$69,334.59	P010	Lead Auditor	\$51,403.04	\$62,969.09	\$74,534.10
Lindstrom	Candice	\$60,604.51	P010	Lead Auditor	\$51,403.04	\$62,969.09	\$74,534.10
Williams	Joseph	\$69,334.59	P010	Lead Auditor	\$51,403.04	\$62,969.09	\$74,534.10
Rogers	Megan	\$64,000.00	P011	Manager Program Claims U-	\$55,514.99	\$68,006.02	\$80,497.04
Armstrong	Todd	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Bourne	Katherine	\$65,692.22	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Bratonja	Paul	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Buschmann	Carl	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Corbett	Kent	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Dalland	David	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Ferguson	Tara	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Gibson	Matthew	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Grams	Kenneth	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Knight	Matthew	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
La Fleur	William	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
LaGosh	Ronald	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Linden	Anna	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Link	Joseph	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Stelter	Robert	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Suszek	Daniel	\$66,349.15	P012	Investigator District Attorney	\$59,956.00	\$73,447.09	\$86,936.93
Carter	Suzanne	\$78,294.48	P013	Manager Contracts	\$64,753.10	\$79,322.05	\$93,892.03
Gulizia	Stephanie	\$78,294.48	P013	Manager Contracts	\$64,753.10	\$79,322.05	\$93,892.03