


COUNTY OF MILWAUKEE
Department of Human Resources
 INTER-OFFICE COMMUNICATION

DATE : February 21, 2020

To : Theodore Lipscomb, Sr., Chairman, Board of Supervisors

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

SUBJECT : **Reallocation Request for the March 2020 Personnel Committee Meeting, Parks Aquatic Staff (Lifeguard Seasonal, Head Lifeguard Seasonal, Assistant Head Lifeguard Seasonal, Lifeguard Supervisor Seasonal, Head Lifeguard)**

This submittal includes a resolution and accompanying fiscal note in support of a request to reallocate Parks Aquatic Staff (Lifeguard Seasonal, Head Lifeguard Seasonal, Assistant Head Lifeguard Seasonal, Lifeguard Supervisor Seasonal, Head Lifeguard). The reallocation request asks the Chief Human Resources Officer to implement the following reallocation and resulting increases upon Board of Supervisors approval.

		CURRENT TITLE	RECOMMENDED TITLE	NO. POSITIONS	CURRENT ANNUAL PAY RATE		RECOMMENDED ANNUAL PAY RATE		Civil Service Classification	Comments	Effective Date	%
					PAY	ANNUAL PAY RATE	PAY	ANNUAL PAY RATE				
Parks	Reallocation	Lifeguard Seas	Lifeguard Seas	21	5123-	01 \$ 10,889	5123-	01 \$ 12,697	Classified	Reallocation based on market data. Seasonally budgeted positions.	3/22/2020	Seasonal N/A
					DC	02 \$ 21,575	DC	02 \$ 25,392				
						03 \$ 32,361		03 \$ 38,082				
								04 \$ 42,742				
Parks	Reallocation	Asst Headlifeguard Seas	Asst Headlifeguard Seas	9	5124-	01 \$ 19,071	5124-	01 \$ 24,671	Classified	Reallocation based on market data. Seasonally budgeted positions.	3/22/2020	Seasonal N/A
					DC	02 \$ 38,142	DC	02 \$ 49,342				
								03 \$ 58,413				
								04 \$ 68,484				
Parks	Reallocation	Head Lifeguard Seas	Head Lifeguard Seas	4	511M-	01 \$ 16,374	511M-	01 \$ 20,934	Classified	Reallocation based on market data. Seasonally budgeted positions.	3/22/2020	Seasonal N/A
					NR	02 \$ 32,748	NR	02 \$ 41,868				
								03 \$ 49,041				
								04 \$ 58,254				
Parks	Reallocation	Supervisor Lifeguard	Supervisor Lifeguard	1	24M-	01 \$ 15,770	24M-	01 \$ 18,326	Classified	Reallocation based on market data. Seasonally budgeted positions.	3/22/2020	Seasonal N/A
					NR	02 \$ 31,540	NR	02 \$ 36,652				
						03 \$ 47,310		03 \$ 54,978				
						04 \$ 63,080		04 \$ 73,636				
Parks	Reallocation	Head Lifeguard	Head Lifeguard	2	09M-	01 \$ 15,770	09M-	01 \$ 18,326	Classified	Reallocation based on market data. Seasonally budgeted positions.	3/22/2020	5.63%
					NR	02 \$ 31,540	NR	02 \$ 36,652				
						03 \$ 47,310		03 \$ 54,978				
						04 \$ 63,080		04 \$ 73,636				
Parks	Reallocation	Head Lifeguard	Head Lifeguard	1	09M-	01 \$ 15,770	09M-	01 \$ 18,326	Classified	Vacant Position - Reallocated same as 2 Head Lifeguards above.	3/22/2020	N/A
					NR	02 \$ 31,540	NR	02 \$ 36,652				
						03 \$ 47,310		03 \$ 54,978				
						04 \$ 63,080		04 \$ 73,636				

These reallocations are being requested to aid in attracting and retaining aquatics personnel at Milwaukee County. In that all but the non-seasonal Head Lifeguard are seasonal employees, movement among the grades will continue to be administered within historical practices after this reallocation. As indicated, these reallocations consist of modifying existing grades with increased rates as well as added steps in some cases.

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Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Raisa Koltun, Chief of Staff, Office of the County Executive
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Guy Smith, Executive Director, Parks
James Tarantino, Director Operations Recreation, Parks
Mira Hayes, Human Resources Business Partner