



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: March 17, 2023
To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors
From: Dean Legler, Director of Compensation/HRIS, Department of Human Resources
Subject: From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

File Type: Informational Report

REQUEST

HR is providing an informational report for the April 2023, Personnel Committee Meeting, Reference File 23-16. Attached are a series of informational reports listing various personnel transactions that have been approved for implementation.

POLICY

Table with 2 columns: Statute/Ordinance and Reference. Rows include Wisconsin State Statutes (63.05 (3), 63.07) and Milwaukee County Code of General Ordinances (17.05 (2), 17.10, 17.09, 17.23, 17.08, 17.085, 17.265).

BACKGROUND

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

Table with 2 columns: Action Item and Value. Rows include Related File No's (23-16, 23-120, 23-302, 23-312) and Previous Action Date(s) (01/17/23, 03/07/23).

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
3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

Departments work with the Department of Administrative Services' budget analyst to ensure funds are available for these actions.

VIRTUAL MEETING INVITES

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PREPARED BY:

Dean Legler, Director of Compensation/HRIS, Department of Human Resources
Genaro Baez, Director of Talent Acquisition, HR Operations and Learning & Development,
Department of Human Resources
Dan Laurila, Operating Budget Manager, Department of Administrative Services

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

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 March 13, 2023)

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office
Aaron Hertzberg, Director, Department of Administrative Services
Joe Lamers, Director - Strategy, Performance & Budget
Supervisor Willie Johnson Jr., Chair, Personnel Committee
Personnel Committee Members
Steve Cady, Research & Policy Director, Office of the Comptroller
HR Business Partners
Shanin Brown, Committee Coordinator, Office of the County Clerk

**Personnel Committee Meeting
Compensation Report
April 2023**

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 #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current				Recommended				Classification	Percentage	Effective Date	Comp Reason
						Current Grade	Min	Max	Current Sal Only	New Grade	Min	Max	New Sal Only				
1	Reclassification	DAS	Machinist	Locksmith-	1	58	\$65,894.40	\$65,894.40	\$65,894.40	22	\$51,833.60	\$59,737.60	\$65,894.40	Classified	0.00%	4/30/2023	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	DHHS	Disabilities Services Coord	Supervisor Children's Disability Programs	1	26M	\$58,281.60	\$66,955.20	\$66,955.00	31M	\$69,929.60	\$83,262.40	\$70,500.00	Classified	5.29%	4/2/2023	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	DHHS	Disabilities Services Coord	Supervisor Children's Disability Programs	1	26M	\$58,281.60	\$66,955.20	\$66,955.00	31M	\$69,929.60	\$83,262.40	\$72,000.00	Classified	7.53%	4/2/2023	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	DHHS	Disabilities Services Coord	Supervisor Children's Disability Programs	1	26M	\$58,281.60	\$66,955.20	\$60,361.00	31M	\$69,929.60	\$83,262.40	\$69,929.00	Classified	15.85%	4/2/2023	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	DHHS	Disabilities Services Coord	Supervisor Children's Disability Programs	1	26M	\$58,281.60	\$66,955.20	\$66,995.00	31M	\$69,929.60	\$83,262.40	\$75,000.00	Classified	11.95%	4/2/2023	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	DHHS	Disabilities Services Coord	Supervisor Children's Disability Programs	1	26M	\$58,281.60	\$66,955.20	\$63,939.00	31M	\$69,929.60	\$83,262.40	\$69,929.00	Classified	9.37%	4/2/2023	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	DAS-IMSD	Analyst Appls System It Iii	Application Developer 2	1	28D	\$77,563.20	\$95,700.80	\$85,987.20	35M	\$83,262.40	\$99,236.80	\$92,857.70	Classified	7.99%	4/30/2023	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	Courts	Analyst Budget and Mgmt	Sr Analyst Budget and mgmt-	1	26M	\$58,281.60	\$66,955.20	\$58,281.60	33JM	\$66,955.20	\$91,291.20	\$69,929.60	Classified	19.99%	4/30/2023	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	DAS	Machinist	Locksmith-	1	58	\$65,894.40	\$65,894.40		22	\$51,833.60	\$59,737.60		Classified		4/30/2023	Reclassing position to align job title with job duties and responsibilities.
10	Reclassification	DAS	Machinist	Locksmith-	1	58	\$65,894.40	\$65,894.40		22	\$51,833.60	\$59,737.60		Classified		4/30/2023	Reclassing position to align job title with job duties and responsibilities.
11	Advancement	Sheriff	Fiscal Spec	Fiscal Spec	1	05P	\$37,024.00	\$47,465.60	\$43,576.00	05P	\$37,024.00	\$47,465.60	\$47,465.00	Classified	8.92%	4/30/2023	Equity issue being addressed
12	Advancement	DAS	Principal Engineer Civil-	Principal Engineer Civil-	1	38M	\$94,764.80	\$114,670.40	\$205,462.40	38M	\$94,764.80	\$114,670.40	\$214,636.00	Classified	4.46%	4/30/2023	Equity issue being addressed
13	Advancement	DAS	Principal Engineer Environmnt-	Principal Engineer Environmnt-	1	38M	\$94,764.80	\$114,670.40	\$102,731.20	38M	\$94,764.80	\$114,670.40	\$107,318.00	Classified	4.46%	4/30/2023	Equity issue being addressed
14	Advancement	Sheriff	Crime Analyst	Crime Analyst	1	25M	\$56,222.40	\$63,939.20	\$56,522.40	25M	\$56,222.40	\$63,939.20	\$63,939.20	Classified	13.12%	4/30/2023	Equity issue being addressed
15	Advancement	DHHS	Sr Analyst Budget And Mgmt-	Sr Analyst Budget And Mgmt-	1	33JM	\$66,955.20	\$91,291.20	\$76,606.40	33JM	\$66,955.20	\$91,291.20	\$83,200.00	Classified	8.61%	4/30/2023	Equity issue being addressed
16	Advancement	Child Support	ASSISTANT ACCOUNTING	ASSISTANT ACCOUNTING	1	14	\$40,476.80	\$45,364.80	\$41,068.38	14	\$40,476.80	\$45,364.80	\$43,742.40	Classified	6.51%	4/30/2023	Equity issue being addressed
17	Advancement	Child Support	ASSISTANT EXECUTIVE-	ASSISTANT EXECUTIVE-	1	25M	\$56,222.40	\$63,939.20	\$61,243.81	25M	\$56,222.40	\$63,939.20	\$64,376.00	Classified	5.11%	4/30/2023	Equity issue being addressed
18	Advancement	Child Support	CHILD SUPP ASST	CHILD SUPP ASST	1	04P	\$34,382.40	\$44,075.20	\$38,578.11	04P	\$34,382.40	\$44,075.20	\$40,019.20	Classified	3.74%	4/30/2023	Equity issue being addressed
19	Advancement	Child Support	CHILD SUPP SPEC BIL SP	CHILD SUPP SPEC BIL SP	1	16J	\$39,228.80	\$48,006.40	\$42,313.52	16J	\$39,228.80	\$48,006.40	\$43,742.40	Classified	3.38%	4/30/2023	Equity issue being addressed
20	Advancement	Child Support	CHILD SUPP SPECIALIST	CHILD SUPP SPECIALIST	1	16J	\$39,228.80	\$48,006.40	\$39,802.14	16J	\$39,228.80	\$48,006.40	\$41,288.00	Classified	3.73%	4/30/2023	Equity issue being addressed
21	Advancement	Child Support	CHILD SUPP SPECIALIST	CHILD SUPP SPECIALIST	1	16J	\$39,228.80	\$48,006.40	\$42,313.52	16J	\$39,228.80	\$48,006.40	\$43,742.40	Classified	3.38%	4/30/2023	Equity issue being addressed
22	Advancement	Child Support	CHILD SUPP SPECIALIST	CHILD SUPP SPECIALIST	1	16J	\$39,228.80	\$48,006.40	\$43,516.45	16J	\$39,228.80	\$48,006.40	\$44,886.40	Classified	3.15%	4/30/2023	Equity issue being addressed
23	Advancement	Child Support	CHILD SUPP SPECIALIST	CHILD SUPP SPECIALIST	1	16J	\$39,228.80	\$48,006.40	\$42,313.52	16J	\$39,228.80	\$48,006.40	\$43,742.40	Classified	3.38%	4/30/2023	Equity issue being addressed
24	Advancement	Child Support	CHILD SUPP SPECIALIST	CHILD SUPP SPECIALIST	1	16J	\$39,228.80	\$48,006.40	\$41,068.38	16J	\$39,228.80	\$48,006.40	\$42,536.00	Classified	3.57%	4/30/2023	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
April 2023**

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Index #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
25	Advancement	Child Support	CHILD SUPP SUPV	CHILD SUPP SUPV	1	24M	\$54,184.00	\$63,107.20	\$54,975.92	24M	\$54,184.00	\$63,107.20	\$59,446.40	Classified	8.13%	4/30/2023	Equity issue being addressed
26	Advancement	Child Support	CHILD SUPP SUPV	CHILD SUPP SUPV	1	24M	\$54,184.00	\$63,107.20	\$59,133.41	24M	\$54,184.00	\$63,107.20	\$61,568.00	Classified	4.12%	4/30/2023	Equity issue being addressed
27	Advancement	Child Support	CHILD SUPP SUPV	CHILD SUPP SUPV	1	24M	\$54,184.00	\$63,107.20	\$59,133.41	24M	\$54,184.00	\$63,107.20	\$61,568.00	Classified	4.12%	4/30/2023	Equity issue being addressed
28	Advancement	Child Support	CLERICAL ASST 1 NM	CLERICAL ASST 1 NM	1	03Z1	\$32,614.40	\$41,267.20	\$33,091.07	03Z1	\$32,614.40	\$41,267.20	\$35,152.00	Classified	6.23%	4/30/2023	Equity issue being addressed
29	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$36,108.94	04Z1	\$34,569.60	\$44,075.20	\$37,531.10	Classified	3.94%	4/30/2023	Equity issue being addressed
30	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$35,074.85	04Z1	\$34,569.60	\$44,075.20	\$36,300.58	Classified	3.49%	4/30/2023	Equity issue being addressed
31	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$39,802.14	04Z1	\$34,569.60	\$44,075.20	\$41,265.12	Classified	3.68%	4/30/2023	Equity issue being addressed
32	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$35,074.85	04Z1	\$34,569.60	\$44,075.20	\$36,300.58	Classified	3.49%	4/30/2023	Equity issue being addressed
33	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$35,074.85	04Z1	\$34,569.60	\$44,075.20	\$36,300.58	Classified	3.49%	4/30/2023	Equity issue being addressed
34	Advancement	Child Support	FISCAL ASST 2 NM	FISCAL ASST 2 NM	1	04Z1	\$34,569.60	\$44,075.20	\$35,074.85	04Z1	\$34,569.60	\$44,075.20	\$36,300.58	Classified	3.49%	4/30/2023	Equity issue being addressed
35	Advancement	Child Support	FISCAL COORDINATOR	FISCAL COORDINATOR	1	27M	\$60,361.60	\$69,929.60	\$64,873.70	27M	\$60,361.60	\$69,929.60	\$71,323.20	Classified	9.94%	4/30/2023	Equity issue being addressed
36	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$99,188.80	34Z1	\$56,056.00	\$129,854.40	\$102,502.40	Classified	3.34%	4/30/2023	Equity issue being addressed
37	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$70,846.13	34Z1	\$56,056.00	\$129,854.40	\$74,713.60	Classified	5.46%	4/30/2023	Equity issue being addressed
38	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$75,805.57	34Z1	\$56,056.00	\$129,854.40	\$79,892.80	Classified	5.39%	4/30/2023	Equity issue being addressed
39	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$124,302.56	34Z1	\$56,056.00	\$129,854.40	\$129,854.40	Classified	4.47%	4/30/2023	Equity issue being addressed
40	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$81,060.46	34Z1	\$56,056.00	\$129,854.40	\$84,260.80	Classified	3.95%	4/30/2023	Equity issue being addressed
41	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$70,846.13	34Z1	\$56,056.00	\$129,854.40	\$74,713.60	Classified	5.46%	4/30/2023	Equity issue being addressed
42	Advancement	Child Support	LEGAL CNSL CHLD SUPP 1 NM	LEGAL CNSL CHLD SUPP 1 NM	1	34Z1	\$56,056.00	\$129,854.40	\$81,060.46	34Z1	\$56,056.00	\$129,854.40	\$84,260.80	Classified	3.95%	4/30/2023	Equity issue being addressed
43	Advancement	Child Support	LEGAL COUNSEL ASST - ADMIN	LEGAL COUNSEL ASST - ADMIN	1	38LM	\$94,764.80	\$129,188.80	\$96,149.82	38LM	\$94,764.80	\$129,188.80	\$100,754.78	Classified	4.79%	4/30/2023	Equity issue being addressed
44	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
45	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$38,324.86	02Z1	\$36,628.80	\$38,812.80	\$39,589.06	Classified	3.30%	4/30/2023	Equity issue being addressed
46	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
47	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$38,324.86	02Z1	\$36,628.80	\$38,812.80	\$39,589.06	Classified	3.30%	4/30/2023	Equity issue being addressed
48	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,227.46	02Z1	\$36,628.80	\$38,812.80	\$38,528.26	Classified	3.49%	4/30/2023	Equity issue being addressed

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							Min	Max			Min	Max					
49	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,227.46	02Z1	\$36,628.80	\$38,812.80	\$38,528.26	Classified	3.49%	4/30/2023	Equity issue being addressed
50	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
51	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
52	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,227.46	02Z1	\$36,628.80	\$38,812.80	\$38,528.26	Classified	3.49%	4/30/2023	Equity issue being addressed
53	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,227.46	02Z1	\$36,628.80	\$38,812.80	\$38,528.26	Classified	3.49%	4/30/2023	Equity issue being addressed
54	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
55	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,227.46	02Z1	\$36,628.80	\$38,812.80	\$38,528.26	Classified	3.49%	4/30/2023	Equity issue being addressed
56	Advancement	Child Support	OFFICE SUPP ASST 2 NM	OFFICE SUPP ASST 2 NM	1	02Z1	\$36,628.80	\$38,812.80	\$37,164.14	02Z1	\$36,628.80	\$38,812.80	\$37,425.02	Classified	0.70%	4/30/2023	Equity issue being addressed
57	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
58	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$53,266.50	19L	\$44,012.80	\$59,737.60	\$55,946.59	Classified	5.03%	4/30/2023	Equity issue being addressed
59	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
60	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
61	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
62	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
63	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
64	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
65	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
66	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
67	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$53,266.50	19L	\$44,012.80	\$59,737.60	\$55,946.59	Classified	5.03%	4/30/2023	Equity issue being addressed
68	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
69	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
70	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
71	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$44,656.06	19L	\$44,012.80	\$59,737.60	\$46,929.79	Classified	5.09%	4/30/2023	Equity issue being addressed
72	Advancement	Child Support	PARALEGAL-CHILD SUP	PARALEGAL-CHILD SUP	1	19L	\$44,012.80	\$59,737.60	\$53,266.50	19L	\$44,012.80	\$59,737.60	\$55,946.59	Classified	5.03%	4/30/2023	Equity issue being addressed

**Personnel Committee Meeting
Compensation Report
April 2023**

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 #	Type	Agency Name	Current Title	Recommended Title	# of Positions	Current			Recommended			Classification	Percentage	Effective Date	Comp Reason		
						Current Grade	Min	Max	Current Sal Only	New Grade	Min					Max	New Sal Only
73	Advancement	Child Support	PARALEGAL-CHILD SUP B/L SP	PARALEGAL-CHILD SUP B/L SP	1	19L	\$44,012.80	\$59,737.60	\$46,682.05	19L	\$44,012.80	\$59,737.60	\$49,051.39	Classified	5.08%	4/30/2023	Equity issue being addressed
74	Advancement	Child Support	SR ASSISTANT CLERICAL	SR ASSISTANT CLERICAL	1	04P	\$34,382.40	\$44,075.20	\$38,578.11	04P	\$34,382.40	\$44,075.20	\$40,013.38	Classified	3.72%	4/30/2023	Equity issue being addressed
75	Advancement	DAS-IMSD	Analyst Appls System it Iii	Analyst Appls System it Iii	1	28D	\$77,563.20	\$95,700.80	\$85,987.20	28D	\$77,563.20	\$95,700.80	\$92,077.44	Classified	7.08%	4/30/2023	Equity issue being addressed
76	Advancement	DAS	Principal Engineer Civil-	Principal Engineer Civil-	1	38M	\$94,764.80	\$114,670.40	\$205,462.40	38M	\$94,764.80	\$114,670.40	\$214,636.00	Classified	4.46%	4/30/2023	Equity issue being addressed
77	Advancement	Strategy, Budget, and Performance	Sr Analyst Budget And Mgmt-	Sr Analyst Budget And Mgmt-	1	33JM	\$66,955.20	\$91,291.20	\$73,299.20	33JM	\$66,955.20	\$91,291.20	\$82,989.00	Classified	13.22%	3/19/2023	Equity issue being addressed

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Apr-23

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	D.A.	Clerical Asst 1 Nm	03Z1	\$15.68	\$19.84	\$17.11	2/20/2023	Training and experience exceed the minimum qualifications for this position.
2	New Hire	Courts	Clerical Asst 1 Nm	03Z1	\$15.68	\$19.84	\$16.02	2/20/2023	Training and experience exceed the minimum qualifications for this position.
3	New Hire	Courts	Specialist Clerical Cts	05P	17.80	\$22.82	\$19.06	2/20/2023	Training and experience exceed the minimum qualifications for this position.
4	New Hire	Sheriff	Clerical Spec Sheriff	05P	17.80	\$22.82	\$19.06	2/20/2023	Training and experience exceed the minimum qualifications for this position.
5	New Hire	Sheriff	Clerical Spec Sheriff	05P	\$17.80	\$22.82	\$19.06	2/20/2023	Training and experience exceed the minimum qualifications for this position.
6	New Hire	Courts	Specialist Clerical Cts	05P	17.80	\$22.82	\$19.06	2/20/2023	Training and experience exceed the minimum qualifications for this position.
7	New Hire	Pers Review Board	Assistant Administrative	06PM	\$14.32	\$17.46	\$20.75	2/20/2023	Training and experience exceed the minimum qualifications for this position.
8	New Hire	Sheriff	Public Safety Officer	07Z1	\$16.70	\$18.59	\$17.26	2/20/2023	Training and experience exceed the minimum qualifications for this position.
9	New Hire	DHHS	Human Ser Wkr Nm	16Z4	\$21.68	\$29.78	\$27.68	2/20/2023	Training and experience exceed the minimum qualifications for this position.
10	New Hire	DHHS	ADRC Professional	16Z4	\$21.68	\$29.78	\$26.79	2/20/2023	Training and experience exceed the minimum qualifications for this position.
11	New Hire	DA	Victim Witness Advocate	23M	\$25.43	\$29.19	\$25.85	2/20/2023	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Airport	Sr Accountant	28M	\$30.34	\$35.24	\$32.19	2/20/2023	Training and experience exceed the minimum qualifications for this position.
13	New Hire	DAS	Manager Financial Cbo	35M	\$40.03	\$47.71	\$45.00	2/20/2023	Training and experience exceed the minimum qualifications for this position.
14	New Hire	D.A.	Clerical Asst 1 Nm	03Z1	\$15.68	\$19.84	\$17.11	3/6/2023	Training and experience exceed the minimum qualifications for this position.
15	New Hire	ROD	Real Estate Clerk	05P	17.80	\$22.82	\$21.58	3/6/2023	Training and experience exceed the minimum qualifications for this position.
16	New Hire	ROD	Real Estate Clerk	05P	17.80	\$22.82	\$22.00	3/6/2023	Training and experience exceed the minimum qualifications for this position.
17	New Hire	Airport	Assistant Administrative	06PM	\$14.32	\$17.46	\$23.61	3/6/2023	Training and experience exceed the minimum qualifications for this position.
18	New Hire	Sheriff	Public Safety Officer	07Z1	\$16.70	\$18.59	\$17.25	3/6/2023	Training and experience exceed the minimum qualifications for this position.
19	New Hire	Sheriff	Public Safety Officer	07Z1	\$16.70	\$18.59	\$17.26	3/6/2023	Training and experience exceed the minimum qualifications for this position.
20	New Hire	Sheriff	Public Safety Officer	07Z1	\$16.70	\$18.59	\$17.50	3/6/2023	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Apr-23

INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
21	New Hire	DAS	Facilities Grounds Worker 1 Nm	12Z1	\$18.67	\$21.39	\$19.08	3/6/2023	Training and experience exceed the minimum qualifications for this position.
22	New Hire	DAS	Facilities Grounds Worker 1 Nm	12Z1	\$18.67	\$21.39	\$19.08	3/6/2023	Training and experience exceed the minimum qualifications for this position.
23	New Hire	Treasurer	Assistant Accounting Treasury	14	\$19.46	\$21.81	\$21.16	3/6/2023	Training and experience exceed the minimum qualifications for this position.
24	New Hire	DAS	Project Assistant	20	\$23.08	\$26.79	\$24.50	3/6/2023	Training and experience exceed the minimum qualifications for this position.
25	New Hire	Airport	HVAC Mech 1	20	\$23.08	\$26.79	\$24.50	3/6/2023	Training and experience exceed the minimum qualifications for this position.
26	New Hire	D.A.	Victim Witness Advocate	23M	\$25.43	\$29.19	\$25.45	3/6/2023	Training and experience exceed the minimum qualifications for this position.
27	New Hire	M.E.	Investigator Forensic	25	\$27.57	\$32.29	\$28.50	3/6/2023	Training and experience exceed the minimum qualifications for this position.
28	New Hire	Courts	Deputy Court Clerk	25K	\$23.97	\$29.60	\$24.92	3/6/2023	Training and experience exceed the minimum qualifications for this position.

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
April 2023**

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

**Dual Employments
Personnel Committee Meeting
April 2023**

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

**Emergency Appointment Report
Personnel Committee Meeting
April 2023**

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

**Temporary Appointment Report
Personnel Committee Meeting
April 2023**

Requestor	Dept	Last/First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
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Currently, there are no "Temporary Appointments" to report.

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
April 2023**

<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>
Sheriff	Alexander	Hannah	Correctional Officer Seargents	22cmc	22cmc	Corr Offcr Lt	2/26/2023		5/26/2023	Brian Stadler
Sheriff	Alexander	Kimberly	Dep Sheriff 1	17bz	22b	Dep Sheriff Sgt	2/19/2023		5/19/2023	Frederick Gladney
DAS	Bastin	Julia	Sr. Architect	34a	38m	Principal Architect	2/27/2023		5/27/2023	William Banach
CRC	Collins	Candice	Correctional Officer Seargents	22cmc	22c	Corr Offcr Lt	2/19/2023		5/20/2023	Arthur Okoro
Sheriff	Franke	Jeremy	Deputy Sheriff Sgt	22b	24m	Deputy Sheriff Lt	10/16/2022	3/23/2023	12/23/2022	James Novtny
Sheriff	Gaudynski	Mark	Deputy Sheriff	17bz	34m	Deputy Sheriff Lt	9/25/2022	3/23/2023	12/23/2022	Jeremy Franke
CRC	Handy	Talia	Fiscal Asst 2 Nm	04z1	20	Associate Accountant HOC	1/9/2023		3/10/2023	Susan harrington
Parks	Hannon	Shawn	Natural resources Technician	15z3	24m	natural Resources Coordinator	9/12/2022	3/23/2023	12/22/2022	Martin Gerboth
Sheriff	Holton	Douglas	Sheriffs Dept Captain	916e	902e	Deputy Sheriff Director	11/6/2022		2/3/2023	Daniel Hughs
CRC	Jarvis	Breanna	Correctional Officer Seargents	22cmc	22c	Corr Offcr Lt	2/19/2023		5/20/2023	Brian Koenig
DAS	LaMendola	Elena	Manager Financial CBO	35m	902e	Director CBO	1/4/2023		4/4/2023	LaCricia McSwain
Sheriff	Lemke	Barbara	Clerical Spec Sheriff	05p	06p	Admin Asst	1/30/2023		4/30/2023	Kayla Keys
BHD	De Groot	Quintina	Executive Support	a018	p010	Workforce Training & Development Specialis	2/1/2023		5/1/2023	Keith Hice
DOT	Nemitz	Craig	Mechanic Fleet	24	26	Lead Mechanic DOT/PT/UF	1/16/2023		4/16/2023	vacant
DOT	Rittberg	Jennifer	Sr Analyst B&M	33jm	31m	Supervisor Acct.	9/26/2022	6/24/2023	12/25/2022	Tamara Molitor
OCC	Rogers	Rhonda	Paralegal	24m	30m	Sr Coordinator Office	12/5/2022		3/5/2023	Jessica Fredrickson
Parks	Roman	Luke	Coordinator Marketing	27	36m	Manager Comm and Marketing	10/26/2022	4/6/2023	1/5/2023	Ian Evarett
Sheriff	Stadler	Brian	Corr Offcr Lt	22cmc	916e	Correction Manager	12/4/2022		3/3/2023	Joshua Briggs
MEO	Tlomak	Wieslawa	Deputy Chief Medical Examiner	905e	905e	Medical Examiner	9/20/2022	3/21/2023	12/20/2022	Brian Peterson
BHD	Torres	Sara	Contract Services Coordinator Lead	P010	P013	Manager Contract Network Services	9/19/2022	3/19/2023	12/19/2022	Brenda Smith
CRC	Wilhelm	Thomas	Correctional Officer Seargents	22cmc	22c	Corr Offcr Lt	2/19/2023		5/20/2023	Antoine Cross