



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

File 23-16

Date: June 22, 2023

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

From: Margo Franklin, Chief Human Resources Officer, 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 July 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

Wisconsin State Statutes:	63.05 (3) , 63.07
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.

Related File No's:	23-16 , 23-120 , 23-302 , 23-312
Previous Action Date(s):	01/17/23, 03/07/23, 04/12/23, 05/09/23, 06/06/23

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:

Bridget Morstad, Lead Compensation Analyst, Department of Human Resources

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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 June 14, 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
July 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				New Grade	Recommended			Classification	Percentage	Effective Date	Comp Reason
						Current Grade	Min	Max	Current Sal Only		Min	Max	New Sal Only				
1	Reclassification	Courts	Asst Commissioner Fam Ct	Asst Commissioner Fam Ct	1	34Z	\$53,372.80	\$129,854.40	\$102,502.40	34Z	\$53,372.80	\$129,854.40	\$109,033.60	Classified	6.37%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
2	Reclassification	Courts	Asst Commissioner Fam Ct	Asst Commissioner Fam Ct	1	34Z	\$53,372.80	\$129,854.40	\$91,395.20	34Z	\$53,372.80	\$129,854.40	\$97,760.00	Classified	6.96%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
3	Reclassification	Courts	Coordinator Court	Coordinator Court	1	29M	\$65,228.80	\$78,145.60	\$71,344.00	29M	\$65,228.80	\$78,145.60	\$78,145.60	Classified	9.53%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
4	Reclassification	Courts	Coordinator Court	Coordinator Court	1	29M	\$65,228.80	\$78,145.60	\$74,776.00	29M	\$65,228.80	\$78,145.60	\$78,145.60	Classified	4.51%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
5	Reclassification	Strategy, Budget, and Performance	Coordinator Graphic Svcs-	Graphic Communication & Brand Manager	1	23M	\$53,955.20	\$61,942.40	\$61,942.40	29	\$65,208.00	\$78,124.80	\$68,000.00	Classified	9.78%	7/9/2023	Reclassing position to align job title with job duties and responsibilities.
6	Reclassification	DHHS	Provider Network Coordinator	Provider Network Supervisor	1	27M	\$61,588.80	\$71,344.00	\$65,228.80	31M	\$71,344.00	\$84,947.20	\$71,344.00	Classified	9.37%	7/23/2023	Reclassing position to align job title with job duties and responsibilities.
7	Reclassification	Courts	Coordinator Researcher Ct-	Research Operations Manager	1	28Z	\$62,628.80	\$72,758.40	\$72,754.40	34Z	\$53,372.80	\$129,854.40	\$79,892.80	Classified	9.81%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
8	Reclassification	Parks	Park Maint Wrkr Asst	Restoration Ecologist	1	7	\$34,860.80	\$38,833.60	\$36,057.00	21	\$50,856.00	\$58,739.20	\$52,033.00	Classified	44.31%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
9	Reclassification	Transportation Services	Engineer Nm	Engineering Project Manager	1	32Z1	\$61,963.20	\$93,121.60	\$82,326.40	34A	\$93,579.20	\$111,280.00	\$97,635.20	Classified	18.60%	8/6/2023	Reclassing position to align job title with job duties and responsibilities.
10	Advancement	DAS-IMSD	Systems Engineer	Systems Engineer	1	28D	\$79,123.20	\$97,635.20	\$95,700.00	28D	\$79,123.20	\$97,635.20	\$97,614.82	Classified	2.00%	5/28/2023	Equity issue being addressed
11	Advancement	DAS-IMSD	App Tech Architec Supervisor	App Tech Architec Supervisor	1	37M	\$93,121.60	\$110,760.00	\$93,121.60	37M	\$93,121.60	\$110,760.00	\$95,915.25	Classified	3.00%	6/25/2023	Equity issue being addressed
12	Advancement	DAS-IMSD	Manager It Apps	Manager It Apps	1	917E	\$91,665.60	\$119,142.40	\$100,838.40	917E	\$91,665.60	\$119,142.40	\$103,863.55	Unclassified	3.00%	6/25/2023	Equity issue being addressed
13	Advancement	DAS-IMSD	App Tech Architec Supervisor	App Tech Architec Supervisor	1	37M	\$93,121.60	\$110,760.00	\$93,121.60	37M	\$93,121.60	\$110,760.00	\$99,640.11	Classified	7.00%	6/25/2023	Equity issue being addressed
14	Advancement	DAS-IMSD	App Tech Architec Supervisor	App Tech Architec Supervisor	1	37M	\$93,121.60	\$110,760.00	\$101,233.60	37M	\$93,121.60	\$110,760.00	\$104,270.61	Classified	3.00%	6/25/2023	Equity issue being addressed
15	Advancement	DAS-IMSD	Manager It Apps	Manager It Apps	1	917E	\$91,665.60	\$119,142.40	\$100,838.40	917E	\$91,665.60	\$119,142.40	\$105,880.32	Unclassified	5.00%	6/25/2023	Equity issue being addressed
16	Advancement	Strategy, Budget, and Performance	Senior Analyst Grants - Pandemic Relief	Senior Analyst Grants - Pandemic Relief	1	33JM	\$68,307.20	\$93,121.60	\$84,947.20	33JM	\$68,307.20	\$93,121.60	\$88,973.00	Classified	4.74%	4/2/2023	Equity issue being addressed
17	Advancement	Transportation Services	Construction Coordinator	Construction Coordinator	1	29A	\$49,025.60	\$76,897.60	\$61,859.20	29A	\$49,025.60	\$76,897.60	\$66,164.80	Classified	6.96%	8/6/2023	Equity issue being addressed
18	Advancement	Sheriff	Assistant Office Supervisor	Assistant Office Supervisor	1	22M	\$51,833.60	\$59,758.40	\$51,833.60	22M	\$51,833.60	\$59,758.40	\$53,560.00	Classified	3.33%	8/6/2023	Equity issue being addressed
19	Advancement	Sheriff	Assistant Office Supervisor	Assistant Office Supervisor	1	22M	\$51,833.60	\$59,758.40	\$51,833.60	22M	\$51,833.60	\$59,758.40	\$53,560.00	Classified	3.33%	8/6/2023	Equity issue being addressed

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Jul-23									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
1	New Hire	HOC	Fiscal Asst 2 Nm	04Z1	\$16.96	\$21.62	\$18.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
2	New Hire	Sheriff	Clerical Spec Sheriff	05P	\$18.16	\$23.28	\$19.06	5/15/2023	Training and experience exceed the minimum qualifications for this position.
3	New Hire	Zoo	Zoo Maintenance Worker Asst	7	\$16.76	\$18.67	\$17.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
4	New Hire	Treasury	Assistant Accounting Treasury	14	\$19.85	\$22.25	\$21.16	5/15/2023	Training and experience exceed the minimum qualifications for this position.
5	New Hire	Parks	Natural Resource Technician	15Z3	\$22.68	\$28.24	\$26.45	5/15/2023	Training and experience exceed the minimum qualifications for this position.
6	New Hire	DHHS	Human Ser Wkr Nm	16Z4	\$22.12	\$30.38	\$26.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
7	New Hire	DHHS	Human Ser Wkr Nm	16Z4	\$22.12	\$30.38	\$25.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
8	New Hire	DHHS	Human Ser Wkr Nm	16Z4	\$22.12	\$30.38	\$27.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
9	New Hire	OEM	Dispatcher	16Z5	\$23.87	\$30.38	\$23.93	5/15/2023	Training and experience exceed the minimum qualifications for this position.
10	New Hire	M.E.	Forensic Asst Med Examr	19	\$22.88	\$26.46	\$23.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
11	New Hire	M.E.	Investigator Forensic	25	\$28.13	\$32.94	\$30.25	5/15/2023	Training and experience exceed the minimum qualifications for this position.
12	New Hire	Risk	Mgr Program Claims U	31M	\$34.30	\$40.84	\$37.50	5/15/2023	Training and experience exceed the minimum qualifications for this position.
13	New Hire	Sheriff	Clerical Spec Sheriff	05P	\$18.16	\$23.28	\$19.06	5/30/2023	Training and experience exceed the minimum qualifications for this position.
14	New Hire	Zoo	Evs Asst Supervisor	9	\$17.27	\$19.40	\$17.50	5/30/2023	Training and experience exceed the minimum qualifications for this position.
15	New Hire	Parks	Horticulturist	16C	\$18.97	\$30.38	\$20.00	5/30/2023	Training and experience exceed the minimum qualifications for this position.
16	New Hire	DHHS	Human Ser Wkr - Juv Justice Nm	16Z4	\$22.12	\$30.38	\$28.72	5/30/2023	Training and experience exceed the minimum qualifications for this position.
17	New Hire	HR	Analyst Retirement	21M	\$23.99	\$27.69	\$24.92	5/30/2023	Training and experience exceed the minimum qualifications for this position.
18	New Hire	DHHS	Community Intervention Spec	24	\$27.11	\$31.56	\$29.25	5/30/2023	Training and experience exceed the minimum qualifications for this position.
19	New Hire	M.E.	Investigator Forensic	25	\$28.13	\$32.94	\$28.50	5/30/2023	Training and experience exceed the minimum qualifications for this position.
20	New Hire	HOC	Power Plant Operator	32M	\$35.95	\$42.80	\$39.21	5/30/2023	Training and experience exceed the minimum qualifications for this position.
21	New Hire	Sheriff	Public Safety Fisc Anls	33JM	\$32.84	\$44.77	\$36.72	5/30/2023	Training and experience exceed the minimum qualifications for this position.

Appointments at an Advanced Step of the Pay Range									
Personnel Committee Report									
Jul-23									
INDEX	REASON	REQUESTOR	CURRENT CLASSIFICATION	PAY GRADE	Min	Max	Rate	APPOINTMENT DATE	JUSTIFICATION
22	New Hire	DAS	Project Manager Arch	34A	\$44.99	\$53.50	\$52.20	5/30/2023	Training and experience exceed the minimum qualifications for this position.
23	New Hire	Courts	Clerical Asst 1 Nm	03Z1	\$16.00	\$20.24	\$17.50	6/12/2023	Training and experience exceed the minimum qualifications for this position.
24	New Hire	Sheriff	Clerical Spec Sheriff	05P	\$18.16	\$23.28	\$19.06	6/12/2023	Training and experience exceed the minimum qualifications for this position.
25	New Hire	Parks	Park Worker Seasonal Lead	9	\$17.27	\$19.40	\$19.00	6/12/2023	Training and experience exceed the minimum qualifications for this position.
26	New Hire	Courts	Assistant Accounting	14	\$19.85	\$22.25	\$19.86	6/12/2023	Training and experience exceed the minimum qualifications for this position.
27	New Hire	HOC	Facilities Mtce Wrkr HOC	16	\$21.04	\$23.55	\$23.15	6/12/2023	Training and experience exceed the minimum qualifications for this position.
28	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$28.72	6/12/2023	Training and experience exceed the minimum qualifications for this position.
29	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
30	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$28.72	6/12/2023	Training and experience exceed the minimum qualifications for this position.
31	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$28.72	6/12/2023	Training and experience exceed the minimum qualifications for this position.
32	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
33	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
34	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$23.97	6/12/2023	Training and experience exceed the minimum qualifications for this position.
35	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$23.97	6/12/2023	Training and experience exceed the minimum qualifications for this position.
36	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
37	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
38	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$26.79	6/12/2023	Training and experience exceed the minimum qualifications for this position.
39	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$24.92	6/12/2023	Training and experience exceed the minimum qualifications for this position.
40	New Hire	DHHS	Hum Ser Wkr-Juv Justice Nm	16Z4	\$22.12	\$30.38	\$29.26	6/12/2023	Training and experience exceed the minimum qualifications for this position.
41	New Hire	M.E.	Forensic Chemist	18N	\$31.41	\$40.95	\$32.50	6/12/2023	Training and experience exceed the minimum qualifications for this position.
42	New Hire	DAS	Engineer Nm	32Z1	\$29.79	\$44.77	\$41.38	6/12/2023	Training and experience exceed the minimum qualifications for this position.

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

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

**Dual Employments
Personnel Committee Meeting
July 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
July 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
July 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
July

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Job Description</u>	<u>Old Pay</u>	<u>New Pay</u>	<u>TAHC Job Description</u>	<u>TAHC Date</u>	<u>Extended /</u>	<u>TAHC Date End</u>	<u>Reason</u>
				<u>Range</u>	<u>Range</u>		<u>Begin</u>	<u>New End Date</u>		
Sheriff	Alexander	Hannah	Correctional Officer Seargents	22CMC	22CMC	Corr Offcr Lt	2/26/2023	8/14/2023	5/26/2023	Brian Stadler
DAS	Bastin	Julia	Sr. Architect	34A	38M	Principal Architect	2/27/2023	8/25/2023	5/27/2023	William Banach
Parks	Berg	Anthony	Parks Maintenance Worker	13Z3	18Z	Park Maint Wrkr 2 Ic	4/30/2023		7/30/2023	Reese Mowbray
IMSD	Bobo	Jacqueline	Director Applications IT	919E	904E	CIO	5/6/2023	8/6/2023	8/6/2023	Lynn Fyhrlund
Sheriff	Clark	Latina	Corr Offcr 1 Sheriff Nm	14Z1	22C	Correctional Officer Sergeant	2/26/2023	8/14/2023	5/26/2023	Hannah Alexander
Sheriff	Geason	Steven	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	5/28/2023		8/25/2023	vacant
Courts	Gehling	Noah	Deputy Administrator Division	28M	33M	Asst Chief Deputy Clerk	3/27/2023		6/26/2023	James Wilson
Parks	Hannon	Shawn	Natural resource Technician	15Z3	24	Coordinator Trails Parks	5/18/2023		8/18/2023	Jessica Wineberg
Parks	Marquardt	Benjamin	Office Assistant 3	12	26M	Special Events Mgr	4/3/2023		7/3/2023	Andrew Krueger
OOE	Phillips	Paula	Director ifEquity Operations	902E	903E	Chief Equity Officer	4/10/2023		7/8/2023	Jeff Roman
Sheriff	Scott	Douglas	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	5/28/2023		8/25/2023	vacant
Sheriff	Stadler	Brian	Corr Offcr Lt	22CMC	916E	Correction Manager	12/4/2022		3/3/2023	Joshua Briggs