

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : May 14, 2020

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

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

SUBJECT : **Informational Report for June 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 May 11, 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 June 2020 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
June 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	HOC	Reclassification	Correction Officer I	Correctional Sergeant	1	14Z1	01	\$ 41,458.24	21M	01	\$ 46,494.68	Classified	Reclassing position to align salary with job duties & responsibilities.	5/4/20	12.15%
							02	\$ 42,583.01		02	\$ 48,349.85				
							03	\$ 43,714.50		03	\$ 50,322.91				
							04	\$ 45,052.08		04	\$ 51,961.50				
							05	\$ 46,325.58		05	\$ 53,671.18				
							06	\$ 47,623.04							

June 2020 Monthly Position Change Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Salary Old	Salary New	Salary Variance	2020 Variance	Effective Date	Funding Source
1	4300 - HOC	Reclassification	Correction Office 1	Correction Sergeant	\$ 44,630	\$ 50,052	\$ 5,422	\$ 3,580	5/4/2020	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
 May 14, 2020

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

June 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	Human Resources	Assistant Employment	06PM	01	\$13.61	\$28,308.60	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$14.09	\$29,311.80			
					03	\$14.94	\$31,066.73			
					04	\$15.32	\$31,857.99			
					05	\$15.78	\$32,823.43			
					06	\$16.18	\$33,646.92			
					07	\$16.60	\$34,525.61			
2	Rehire	DAS	Sr Engineer Construction-	34A	01	\$42.37	\$88,135.22	3	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$43.29	\$90,045.49			
					03	\$44.21	\$91,956.38			
					04	\$45.13	\$93,867.07			
					05	\$46.07	\$95,822.69			
					06	\$46.99	\$97,733.38			
					07	\$47.94	\$99,712.08			
					08	\$49.16	\$102,259.46			
					09	\$50.40	\$104,829.50			
3	New Hire	IMSD	Project Manager IT-	36M	01	\$39.92	\$83,026.68	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$41.75	\$86,843.65			
					03	\$43.56	\$90,599.03			
					04	\$45.39	\$94,417.99			
					05	\$47.23	\$98,238.05			
4	New Hire	IMSD	Analyst Business Develop IT	28D	01	\$35.47	\$73,769.39	4	4/20/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$36.53	\$75,981.55			
					03	\$37.81	\$78,641.44			
					04	\$39.32	\$81,786.59			
					05	\$41.29	\$85,875.78			
					06	\$43.76	\$91,028.44			
5	New Hire	IMSD	Analyst Business Develop IT	28D	01	\$35.47	\$73,769.39	2	4/20/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$36.53	\$75,981.55			
					03	\$37.81	\$78,641.44			
					04	\$39.32	\$81,786.59			
					05	\$41.29	\$85,875.78			
					06	\$43.76	\$91,028.44			
6	New Hire	IMSD	Analyst Appls System IT II	24D	01	\$29.05	\$60,427	2	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$29.78	\$61,937			
					03	\$30.67	\$63,795			
					04	\$31.74	\$66,029			
					05	\$33.01	\$68,670			
					06	\$34.67	\$72,103			
					07	\$36.74	\$76,429			
7	New Hire	Register of Deeds	Clerk Records-	03P	01	\$14.71	\$30,605	4	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$15.23	\$31,685			
					03	\$15.75	\$32,765			
					04	\$16.27	\$33,846			
					05	\$16.79	\$34,926			
					06	\$17.31	\$36,006			
					07	\$17.83	\$37,087			
					08	\$18.35	\$38,166			
					09	\$18.87	\$39,247			

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

June 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
8	Rehire	Sheriff	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868.08	3	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,837.67			
					03	\$16.82	\$34,991.22			
					04	\$17.38	\$36,144.77			
					05	\$17.93	\$37,298.54			
					06	\$18.49	\$38,452.08			
					07	\$19.04	\$39,605.41			
					08	\$19.60	\$40,758.73			
					09	\$20.15	\$41,913.16			
9	New Hire	HOC	Graphic Designer-	06P	01	\$18.36	\$38,198.19	4	4/7/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$19.01	\$39,545.80			
					03	\$19.66	\$40,894.73			
					04	\$20.31	\$42,242.78			
					05	\$20.96	\$43,590.61			
					06	\$21.61	\$44,938.88			
					07	\$22.25	\$46,286.93			
					08	\$22.90	\$47,635.64			
					09	\$23.55	\$48,983.47			
10	New Hire	DOT	Engineer NM	32Z1	01	\$28.05	\$58,340.67	12	4/6/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$28.49	\$59,265.02			
					03	\$29.45	\$61,252.88			
					04	\$30.40	\$63,241.36			
					05	\$31.36	\$65,229.22			
					06	\$32.30	\$67,193.57			
					07	\$33.26	\$69,182.05			
					08	\$34.22	\$71,169.70			
					09	\$35.16	\$73,134.46			
					10	\$36.12	\$75,122.53			
					11	\$37.07	\$77,110.59			
					12	\$38.03	\$79,098.66			
					13	\$38.97	\$81,063.42			
					14	\$39.93	\$83,051.07			
					15	\$40.88	\$85,039.34			
					16	\$41.83	\$87,003.90			
					17	\$42.17	\$87,713.81			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
June 2020**

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

**Dual Employments
Personnel Committee Meeting
June 2020**

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

**Emergency Appointment Report
Personnel Committee Meeting
June 2020**

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
June 3, 2020**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DA	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT
MCDOT	5160	Beasley	Kevin	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5140	Berghuis	Jacob	32620	Highway Mtce Wkr 2	F	A	80	12/16/2019	TA
MCDOT	5120	Davis	Leprez	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5160	Monroe	Mark	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5140	Stollenwerk	Jonathan	32620	Highway Mtce Wkr 2	F	A	80	11/4/2019	TA
MCDOT	5160	Wagner	Kory	32620	Highway Mtce Wkr 2	F	A	80	12/2/2019	TA
MCDOT	5140	Weston	Maurice	32620	Highway Mtce Wkr 2	F	A	80	12/2/2019	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
June 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>
MCDOT-Airport	Sambo-Mahekya	Judah	Asst Airport Pub Safe/Sec Manager	01	05	Lead Park Ranger	4/20/2020	5/2/2020	7/20/2020	Vacant Position
Comptroller	Savasta	Jennifer	Payroll Specialist	18	22	Payroll Team Lead	1/16/2020	4/4/2020	7/2/2020	Vacant Position
MCDOT	Pickett	Andrew	Mechanic Fleet	28M	34M	Lead Mechanic	1/1/2020	4/1/2020	8/31/2020	Vacant Position
MCDOT	Kowalksi	Greg	Asst Highway Maintenance Supervisor	26M	33M	Assistant Superintendent	4/8/2020		7/6/2020	Vacant Position
OEM	Patterson	Kinnyetta	911 Director	917E	902E	Deputy Director	3/23/2020		6/21/2020	Vacant Position
Parks	Smolen	Jamie	Park Patrol Seasonal	33M	902E	Director Ops Field Parks	2/19/2020		6/17/2020	Vacant Position
Zoo	Croce	Sheri	Vet Tech	15	17A	Vet Tech Lead	1/2/2020		6/1/2020	Vacant Position