

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : December 30, 2020

To : Chairwoman Marcelia Nicholson, Milwaukee County Board of Supervisors

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



SUBJECT : **Informational Report for January 2021 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 December 18, 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 January 19, 2021 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
January 2021**

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	Zoo	Reclassification	Audiovisual Coord - Zoo	Photography & Video Production Coord	1	18	01	\$ 43,148.40	20	01	\$ 45,652.64	Classified	Reclassing position to align salary with job duties & responsibilities.	1/11/2021	3.87%
							02	\$ 44,367.96		02	\$ 47,420.39				
							03	\$ 45,652.64		03	\$ 49,311.98				
							04	\$ 47,420.39		04	\$ 51,324.56				
							05	\$ 49,311.98		05	\$ 52,995.61				
2	Zoo	Reclassification	Guest Services Supv NM	Guest Services Supv NM	1	16Z2	01	\$43,464	24M	01	\$ 51,515.53	Classified	Reclassing position to align salary with job duties & responsibilities.	1/11/2021	15.09%
							02	\$43,503		02	\$ 53,485.06				
							03	\$44,762		03	\$ 55,451.06				
										04	\$ 57,416.17				
										05	\$ 60,015.35				
3	Zoo	Reclassification	Specialist Visitor Services	Visitor Services Specialist Lead - Rides & Attractions	1	7	01	\$ 32,491.83	20	01	\$ 45,652.64	Classified	Reclassing position to align salary with job duties & responsibilities.	1/11/2021	26.13%
							02	\$ 33,476.49		02	\$ 47,420.39				
							03	\$ 34,315.87		03	\$ 49,311.98				
							04	\$ 35,212.88		04	\$ 51,324.56				
							05	\$ 36,194.00		05	\$ 52,995.61				
4	Zoo	Reclassification	Specialist Visitor Services	Visitor Services Specialist Lead - Admissions & Special Events	1	7	01	\$ 32,491.83	20	01	\$45,653	Classified	Reclassing position to align salary with job duties & responsibilities.	1/11/2021	36.37%
							02	\$ 33,476.49		02	\$47,420				
							03	\$ 34,315.87		03	\$49,312				
							04	\$ 35,212.88		04	\$51,325				
							05	\$ 36,194.00		05	\$52,996				

January 2021 Monthly Position Change Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Sal / SS	Sal / SS	Sal / SS	2020	Effective Date	Funding Source
					Old	New	Variance	Variance		
1	9500 - Zoo	Reclassification	Audio Visual Coord - Zoo	Photograpy/Video Prod Coordinator	\$ 49,637	\$ 51,559	\$ 7,871	\$ 7,655	1/11/2021	Dedicated Funding
2	9500 - Zoo	Reclassification	Guest Services Supv NM	Guest Services Supv NM	\$ 48,668	\$ 56,011	\$ 7,343	\$ 7,142	1/11/2021	Dedicated Funding
3	9500 - Zoo	Reclassification	Specialist Visitor Services	Vis Serv Spec Lead- Rides & Attractions	\$ 39,352	\$ 49,637	\$ 10,284	\$ 10,002	1/11/2021	Dedicated Funding
4	9500 - Zoo	Reclassification	Specialist Visitor Services	Vis Serv Spec Lead- Admissions	\$ 36,398	\$ 49,637	\$ 13,239	\$ 12,876	1/11/2021	Dedicated Funding

The department has identified a funding source and the action has been approved under Administrative Procedure 03.07 - Position Change Requests.
 The fiscal effect includes salary and social security costs. Fringe benefit costs and potential revenue offsets are not included.

Joe Lamers
 Director of Performance, Strategy, and Budget

Date
 December 23, 2020

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

Jan 2021

^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	Rehire	Airport	Airport Mtce Worker NM	220E	01	\$23.71	\$49,312	3	11/16/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$24.68	\$51,324			
					03	\$25.48	\$52,996			
					04	\$26.32	\$54,739			
					05	\$27.31	\$56,813			
2	New Hire	IMSD	Analyst Appls System IT III	28D	01	\$35.47	\$73,769	4	11/16/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$36.53	\$75,982			
					03	\$37.81	\$78,641			
					04	\$39.32	\$81,787			
					05	\$41.29	\$85,876			
					06	\$43.76	\$91,028			
3	New Hire	IMSD	Analyst Appls System IT III	28D	01	\$35.47	\$73,769	4	11/16/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$36.53	\$75,982			
					03	\$37.81	\$78,641			
					04	\$39.32	\$81,787			
					05	\$41.29	\$85,876			
					06	\$43.76	\$91,028			
4	New Hire	DHHS	Community Intervention Spec	24	01	\$25.26	\$52,541	3	11/16/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.23	\$54,550			
					03	\$27.19	\$56,554			
					04	\$28.15	\$58,559			
					05	\$29.43	\$61,209			
5	New Hire	OEM	EMS Captain	25M	01	\$25.71	\$53,485	3	11/30/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$26.66	\$55,451			
					03	\$27.60	\$57,416			
					04	\$28.85	\$60,015			
					05	\$29.23	\$60,796			
6	Rehire	DHHS	Human Ser Wkr NM	16Z4	01	\$20.62	\$42,882	6	11/16/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$20.74	\$43,148			
					03	\$21.33	\$44,368			
					04	\$21.95	\$45,653			
					05	\$22.80	\$47,420			
					06	\$23.71	\$49,312			
					07	\$24.68	\$51,325			
					08	\$25.48	\$52,996			
					09	\$26.32	\$54,739			
					10	\$27.31	\$56,813			
					11	\$27.83	\$57,876			
					12	\$28.32	\$58,906			
7	New Hire	DAS	Sr Analyst Budget and Mgmt-	33JM	01	\$30.62	\$63,690	5	11/30/2020	Training and experience exceed the minimum qualifications for this position.
					02	\$31.98	\$66,522			
					03	\$33.52	\$69,727			
					04	\$35.03	\$72,864			
					05	\$36.57	\$76,066			
					06	\$38.08	\$79,211			
					07	\$39.92	\$83,027			
					08	\$41.75	\$86,844			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
January 19, 2021**

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

**Dual Employments
Personnel Committee Meeting
January 19, 2021**

<u>Dept</u>	<u>Last Name</u>	<u>First Name</u>	<u>Current Classification</u>	<u>Current Pay Range</u>	<u>Dual Employment</u>	<u>Dual Employment Pay Range</u>
-------------	------------------	-------------------	-------------------------------	--------------------------	------------------------	----------------------------------

Currently, there are no "Dual Employments" to report.

**Emergency Appointment Report
Personnel Committee Meeting
January 19, 2021**

Dept	Last Name	First Name	Title Description	Class	Status	Emergency Appt Date	AppType	Pay Range
-------------	------------------	-------------------	--------------------------	--------------	---------------	--------------------------------	----------------	------------------

Currently, there are no "Emergency Appointments" to report.

**Temporary Appointment Report
Personnel Committee Meeting
January 19, 2021**

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
DOT	5160	Beasley	Kevin	32620	Highway Mtce Wkr 2	F	A	80	8/10/2020	TA
DOT	5160	Bell	Alfred	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5120	Blunt	Tirrell	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Brandt	Charles	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5110	Carter	Kenneth	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Chroninger	Michael	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT	5120	Coleman	Kimberly	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5140	Grau	Kelly	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5110	Harris	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5120	Hassler	Paul	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5160	Hendricks	Daniel	32620	Highway Mtce Wkr 2	F	A	80	8/24/2020	TA
DOT	5110	Hinkle	Dewayne	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5110	Humphrey	Willie	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5120	Keaton	Terence	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT	5160	Lockett	Lavall	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5120	Marin	John	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5160	Martinek	Anthony	32620	Highway Mtce Wkr 2	F	A	80	11/16/2020	TA
DOT	5140	Martinez	Adam	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5120	McKay	Dwayne	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5160	McKay	Marvin	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT	5110	McKay	Nathan	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5160	Miller	Derrick	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT	5140	Monroe	Mark	32620	Highway Mtce Wkr 2	F	A	80	8/10/2020	TA
DOT	5160	Moore	Marquis	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5110	Newman	Willie	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Park	Carrie	32620	Highway Mtce Wkr 2	F	A	80	11/16/2020	TA
DOT	5160	Pokey	Nicholas	32620	Highway Mtce Wkr 2	F	A	80	11/16/2020	TA
DOT	5120	Poniewaz	George	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Riley	Michael	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA

**Temporary Appointment Report
Personnel Committee Meeting
January 19, 2021**

Requestor	Dept	Last Name	First Name	Title Code	Title Description	Emp Class	Status	# of Hours in Payroll Period	Temporary Appt Date	Appt Type
DOT	5160	Sheriff	Kadijah	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT	5110	Simmons	Tyrone	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Sitarz	Clayton	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5140	Stollenwerk	Jonathan	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5160	Thao	Kao	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5160	Turner	Darrell	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DOT	5110	Wagner	Kory	32620	Highway Mtce Wkr 2	F	A	80	8/10/2020	TA
DOT	5120	Watkins	Jamal	32620	Highway Mtce Wkr 2	F	A	80	11/30/2020	TA
DOT	5140	Weston	Maurice	32620	Highway Mtce Wkr 2	F	A	80	8/7/2020	TA
DOT	5120	Zirbel	Christophe	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
January 19, 2021**

<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	Morgan	Lavelle	Deputy Sheriff	17BZ	22B	Deputy Sheriff Sergeant	11/15/2020		2/12/2021	Vacant Position
AIRPORT	Waszack	Gary	Manager Airport Maintenance	35M	903E	Director of Operations and Maintenance	11/30/2020	8/31/2020	2/28/2021	Vacant Position
OEM	Reigel	Paul	Coordinator Emergency Mangement	28M	917E	Emergency Mangement Director	11/3/2020	9/9/2020	2/3/2021	Vacant Position
SHERIFF	Finley	Shaunta	Correctional Officer	14Z1	23CM	Correctional Officer Lt.	11/15/2020		2/12/2021	Vacant Position
AGING	Janowski	Jonathan	Director Admin Aging	901E	903E	Executive Director Aging	11/15/2020	8/17/2020	2/12/2021	Vacant Position
DAS - FACILITIES	Stave	Karl	Princal Engineer - Civil & Site	38M	902E	Director of AE & ES	10/1/2020		12/29/2020	Vacant Position
DOT	Brecht	James	Mechanic Fleet	22	25	Lead Mechanic	11/2/2020		1/31/2021	Incumbent in TAHC
DOT	Linden	Greg	Lead Mechanic DOT	25	28M	Supervisor Fleet	11/2/2020	9/9/2020	1/31/2021	Vacant Position