

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : April 5, 2021

To : Chairwoman Marcelia Nicholson, Milwaukee County Board of Supervisors

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



SUBJECT : **Informational Report for April 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 March 15, 2021)

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 April 6, 2021 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
April 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	DHHS	Increase within Salary Grade	Admin Housing	Admin Housing	1	902E	01 \$ 85,466.45 02 \$ 106,036.52 03 \$ 126,630.13	902E	01 \$ 85,466.45 02 \$ 106,036.52 03 \$ 126,630.13	Unclassified	Equity issues being addressed.	5/3/21	3.26%
							\$121,885		\$125,859				
2	County Board	Increase within Salary Grade	Admin Sec Legislative Asst 3	Admin Sec Legislative Asst 3	1	11M	01 \$ 34,525.61 02 \$ 35,487.96 03 \$ 36,582.34 04 \$ 37,736.11 05 \$ 38,887.23	11M	01 \$ 34,525.61 02 \$ 35,487.96 03 \$ 36,582.34 04 \$ 37,736.11 05 \$ 38,887.23	Classified	Equity issues being addressed.	4/5/21	5.96%
3	County Board	Increase within Salary Grade	Adm Sec 1 - Office Asst 1 Hrly	Adm Sec 1 - Office Asst 1 Hrly	1	06M	01 \$ 28,308.60 02 \$ 29,311.80 03 \$ 31,066.73 04 \$ 31,857.99 05 \$ 32,823.43 06 \$ 33,646.92 07 \$ 34,525.61	06M	01 \$ 28,308.60 02 \$ 29,311.80 03 \$ 31,066.73 04 \$ 31,857.99 05 \$ 32,823.43 06 \$ 33,646.92 07 \$ 34,525.61	Classified	Equity issues being addressed.	4/5/21	8.69%
4	County Board	Increase within Salary Grade	Adm Sec 1 - Office Asst 1 Hrly	Adm Sec 1 - Office Asst 1 Hrly	1	06M	01 \$ 28,308.60 02 \$ 29,311.80 03 \$ 31,066.73 04 \$ 31,857.99 05 \$ 32,823.43 06 \$ 33,646.92 07 \$ 34,525.61	06M	01 \$ 28,308.60 02 \$ 29,311.80 03 \$ 31,066.73 04 \$ 31,857.99 05 \$ 32,823.43 06 \$ 33,646.92 07 \$ 34,525.61	Classified	Equity issues being addressed.	4/5/21	11.98%
5	County Board	Reclass	Admin Sec Legislative Asst 3	Specialist Constituent Service	1	11M	01 \$ 34,525.61 02 \$ 35,487.96 03 \$ 36,582.34 04 \$ 37,736.11 05 \$ 38,887.23	18M	01 \$ 42,306.58 02 \$ 43,502.52 03 \$ 44,761.82 04 \$ 46,494.68 05 \$ 48,349.85	Classified	Reclassing position to align salary with job duties & responsibilities.	4/5/21	22.54%
6	Aging	Increase within Salary Grade	Human Serv Wkr Aging NM	Human Serv Wkr Aging NM	1	16Z4	01 \$ 42,882.29 02 \$ 43,148.40 03 \$ 44,367.96 04 \$ 45,652.64 05 \$ 47,420.39 06 \$ 49,311.98 07 \$ 51,324.56 08 \$ 52,995.61 09 \$ 54,739.28 10 \$ 56,812.80 11 \$ 57,876.49 12 \$ 58,905.74	16Z4	01 \$ 42,882.29 02 \$ 43,148.40 03 \$ 44,367.96 04 \$ 45,652.64 05 \$ 47,420.39 06 \$ 49,311.98 07 \$ 51,324.56 08 \$ 52,995.61 09 \$ 54,739.28 10 \$ 56,812.80 11 \$ 57,876.49 12 \$ 58,905.74	Classified	Equity issues being addressed.	5/3/21	3.46%

April 2021 Monthly Position Change Fiscal Effect Form

Item #	Department	Type	Old Title	New Title	Sal / SS	Sal / SS	Sal / SS	2021	Effective Date	Funding Source
					Old	New	Variance	Variance		
1	8000 - DHHS	Advancement	Admin Housing	Admin Housing	\$ 131,209	\$ 135,487	\$ 4,278	\$ 2,848	5/3/2021	Dedicated Funding
2	8000 - DHHS	Advancement	Human Ser Wkr Agind NM	Human Ser Wkr Agind NM	\$ 46,624	\$ 48,240	\$ 1,615	\$ 1,075	5/3/2021	Dedicated Funding
3	1000 - County Board	Advancement	Admin Sec Legislative Asst 3	Admin Sec Legislative Asst 3	\$ 37,538	\$ 39,775	\$ 2,236	\$ 1,660	4/5/2021	Dedicated Funding
4	1000 - County Board	Reclassification	Admin Sec Legislative Asst 3	Specialist Constituent Service	\$ 37,538	\$ 45,998	\$ 8,460	\$ 6,281	4/5/2021	Dedicated Funding
5	1000 - County Board	Advancement	Adm Sec 1 - Office Asst 1 Hrly	Adm Sec 1 - Office Asst 1 Hrly	Hourly Position: \$18.64/hr to \$19.91/hr				4/5/2021	Dedicated Funding
6	1000 - County Board	Advancement	Adm Sec 1 - Office Asst 1 Hrly	Adm Sec 1 - Office Asst 1 Hrly	Hourly Position: \$18.64/hr to \$20.55/hr				4/5/2021	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
 3/31/2021

Appointments at an Advanced Step of the Pay Range

Personnel Committee Report

April 2021

^Bold/Shaded border 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	DAS	Facility Grounds Worker NM	12Z1	01	\$17.76	\$36,931	4	2/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$18.15	\$37,744			
					03	\$18.69	\$38,884			
					04	\$19.22	\$39,984			
					05	\$19.73	\$41,047			
					06	\$20.34	\$42,302			
2	New Hire	DAS	Sr Analyst Fiscal & Budget	30	01	\$30.02	\$62,435	2	2/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$31.35	\$65,211			
					03	\$32.86	\$68,353			
					04	\$34.34	\$71,429			
					05	\$35.85	\$74,567			
3	New Hire	DHHS	Human Serv Wrk NM	16Z4	01	\$20.62	\$42,882	4	3/8/2021	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			
4	New Hire	DHHS	Human Serv Wrk NM	16Z4	01	\$20.62	\$42,882	7	3/8/2021	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			
5	New Hire	Sheriff	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868	4	3/8/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$16.27	\$33,838			
					03	\$16.82	\$34,991			
					04	\$17.38	\$36,145			
					05	\$17.93	\$37,299			
					06	\$18.49	\$38,452			
					07	\$19.04	\$39,605			
					08	\$19.60	\$40,759			
					09	\$20.15	\$41,913			

**REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
April 6, 2021**

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

**Dual Employments
Personnel Committee Meeting
April 6, 2021**

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 6, 2021**

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 6, 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	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

**Temporary Appointment Report
Personnel Committee Meeting
April 6, 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	5140	Riley	Michael	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DA	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT
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	Christopher	32620	Highway Mtce Wkr 2	F	A	80	12/14/2020	TA
DOT-Airport	5051	Fails	Anthony	NA	Airport Wkr Seasonal	S	A	0	1/21/2021	TA
DOT	5160	Kingsby	Devonte	NA	Highway Mtce Wkr 2	F	A	80	1/11/2021	TA
Emergency Management	4845	Stark	Taylor	NA	EMT Hourly	H	A	0	12/28/2020	TA
DOT	5140	Sweeney	Robert	NA	Highway Mtce Wkr 2	F	A	80	12/28/2020	TA
DOT	5160	Tilque	Brett	NA	Highway Mtce Wkr 2	F	A	80	12/21/2020	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
April 6, 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>
Zoo	Sikorski	David	Zookeeper	15	17A	Zoo Area Supervisor	11/24/2020		3/21/2021	Jacqueline Mundell Wachowiak
Parks	Halbruck	Robert	Park Worker 4 Seasonal	5102	18Z	Parks Maintenance Worker in Charge	3/10/2021		6/10/2021	Alexander Herzog
HOC	Blue	Denise	Lieutenant	23CM	916E	Correction Manager	1/25/2021		5/25/2021	Louis Williams
Airport	Brost	Patrick	Airport Pub Saf and Sec Cord 2	25	28M	Asst Airport Pub Safe/Sec Mgr	1/3/2021		6/30/2021	Judah Sambo-Mahekeya
HOC	Dodd	Anthony	Captain	916E	902E	Correction Manager	1/23/2021		4/23/2021	Jose Hernandez
Sheriff	Finley	Shaunta	Corr Offcr Sheriff NM	14Z1	23CM	Corr Offcr Lt	2/13/2021		5/13/2021	Vacant
HOC	Hamberlin	Tremayne	Lieutenant	23CM	916E	Correction Manager	1/25/2021		5/25/2021	Anthony Dodd
DOT	Hauerwas	Jeff	Manager Parts	20M	28M-NR	Fleet Supervisor	2/12/2021		5/13/2021	Melvin Jackson
DOT	Johnson	Tibor	Contract Services Coordinator	27	33JM	Sr. AnalystFinancial Capital	1/11/2021	7/11/2021	4/11/2021	Kelly Solomon
DAS	Jordan	Sherri	Director of Operations	902E	904E	Executive Director Admin Services	1/25/2021			Julie Landry
Parks	Loosemoore	David	Park Worker - Seasonal	5102	24M	Heating and Ventilating Specialist	2/3/2020		5/2/2021	Joseph Thompson
Sheriff	Morgan	Lavalle	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	2/13/2021		5/13/2021	Todd Dickau
Zoo	Pederson	Sara	Hertiage Farm Attendant - Seasonal	5119	15	Zookeeper	1/13/2021		4/13/2021	Vacant Position
DHR	Polaris	Mary	HR Partner	32M	35M	Manager, HR	12/23/2020		3/22/2021	Lori Ranker
DOT	Pottinger Jr.	Derwin	Highway Mtce Wkr 3	21H	26M	Asst Hiway Mtce Supv	3/1/2021		5/30/2021	Derek Sadler
DOT	Sadler	Derek	Asst Hiway Mtce Supv	26M	30M	Transpor and Hiway Maint Supv	3/1/2021		5/30/2021	Sean Moore
Airport	Sambo-Mahekeya	Judah	Asst Airport Pub Safe/Sec Mgr	28M	34M	Airport Pub Safe/Sec Mgr	1/1/2021		6/30/2021	Lydia Beairsto
Zoo	Schneider	Courtney	Heritage Farm Attd, Seasonal	5119	15	Zookeeper	12/28/2020		3/28/2021	Dave Sikorski
DOT	Siewert	Samuel	Firefighter/Equipment Operator	17B	19B	Shift Captain	1/11/2021		4/11/2021	Molly Gehrt
DAS - Facilities	Spidel	David	Facilities Ground Worker 2	16Z7	19	Lead Facilities Grounds Worker	1/19/2021		4/18/2021	Nathan Peterson
Sheriff	Stowers	Charles	Deputy Sheriff Lt	34M	916E	Sheriff Dept. Captain	12/28/2020		3/27/2021	James Novothy
Register of Deeds	Wikstrom	Natalie	Clerk Vital Records	03P-DC	07P-DC	Supervisor Vital Records	1/17/2021		4/17/2021	Patricia Hardin