

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : April 16, 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 May 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 April 12, 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 May 4, 2021 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
May 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	DAS	Reclassification	Manager GIS	Land Information Officer & GIS Director	1	34M	01	\$ 76,066.10	902E	01	\$ 85,466.45	Classified	Reclassing position to align job title with job duties and responsibilities	4/19/21	4.31%
							02	\$ 79,211.04		02	\$ 106,036.52				
							03	\$ 83,026.68		03	\$ 126,630.13				
							04	\$ 86,843.65		\$94,500					
							05	\$ 90,599.03							
2	DHHS	Increase within Salary Grade	Community Intervention Spec	Community Intervention Spec	1	24	01	\$ 52,540.59	24	01	\$ 52,540.59	Classified	Equity issues being addressed.	5/31/21	7.64%
							02	\$ 54,549.79		02	\$ 54,549.79				
							03	\$ 56,554.38		03	\$ 56,554.38				
							04	\$ 58,558.96		04	\$ 58,558.96				
							05	\$ 61,208.91		05	\$ 61,208.91				
3	DHHS	Increase within Salary Grade	Lead Comm Intervention Spec	Lead Comm Intervention Spec	1	27	01	\$ 58,558.90	27	01	\$ 58,558.90	Classified	Equity issues being addressed.	5/31/21	4.38%
							02	\$ 61,209.08		02	\$ 61,209.08				
							03	\$ 63,865.66		03	\$ 63,865.66				
							04	\$ 66,905.73		04	\$ 66,905.73				
							05	\$ 69,881.10		05	\$ 69,881.10				
4	DHHS	Increase within Salary Grade	Community Intervention Spec	Community Intervention Spec	1	24	01	\$ 52,540.59	24	01	\$ 52,540.59	Classified	Equity issues being addressed.	5/31/21	7.35%
							02	\$ 54,549.79		02	\$ 54,549.79				
							03	\$ 56,554.38		03	\$ 56,554.38				
							04	\$ 58,558.96		04	\$ 58,558.96				
							05	\$ 61,208.91		05	\$ 61,208.91				
5	DHHS	Increase within Salary Grade	Community Intervention Spec	Community Intervention Spec	1	24	01	\$ 52,540.59	24	01	\$ 52,540.59	Classified	Equity issues being addressed.	5/31/21	7.35%
							02	\$ 54,549.79		02	\$ 54,549.79				
							03	\$ 56,554.38		03	\$ 56,554.38				
							04	\$ 58,558.96		04	\$ 58,558.96				
							05	\$ 61,208.91		05	\$ 61,208.91				
6	DHHS	Increase within Salary Grade	Housing Program Manager	Housing Program Manager	1	33M	01	\$ 72,864.21	33M	01	\$ 72,864.21	Classified	Equity issues being addressed.	5/31/21	4.13%
							02	\$ 76,066.10		02	\$ 76,066.10				
							03	\$ 79,211.04		03	\$ 79,211.04				
							04	\$ 83,026.68		04	\$ 83,026.68				
							05	\$ 86,843.65		05	\$ 86,843.65				

May 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	1151 - DAS	Reclassification	Manager GIS-	Land Information Office and GIS Director	\$ 98,505	\$ 101,729	\$ 3,224	\$ 2,270	4/19/2021	Fund Transfer
2	8000 - DHHS	Advancement	Community Intervention Spec	Community Intervention Spec	\$ 57,126	\$ 61,490	\$ 4,364	\$ 2,571	5/31/2021	Dedicated Funding
3	8000 - DHHS	Advancement	Lead Comm Intervention Spec	Lead Comm Intervention Spec	\$ 66,550	\$ 69,439	\$ 2,888	\$ 1,701	5/31/2021	Dedicated Funding
4	8000 - DHHS	Advancement	Community Intervention Spec	Community Intervention Spec	\$ 59,310	\$ 63,669	\$ 4,359	\$ 2,568	5/31/2021	Dedicated Funding
5	8000 - DHHS	Advancement	Community Intervention Spec	Community Intervention Spec	\$ 59,310	\$ 63,669	\$ 4,359	\$ 2,568	5/31/2021	Dedicated Funding
6	8000 - DHHS	Advancement	Housing Program Manager	Housing Program Manager	\$ 82,704	\$ 86,123	\$ 3,419	\$ 2,014	5/31/2021	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
 4/14/2021

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
May 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	New Hire	Sheriff	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868	4	3/22/2021	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	\$37,298			
					06	\$18.49	\$38,452			
					07	\$19.04	\$39,605			
					08	\$19.60	\$40,759			
					09	\$20.15	\$41,913			
2	New Hire	Sheriff	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868	4	3/22/2021	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	\$37,298			
					06	\$18.49	\$38,452			
					07	\$19.04	\$39,605			
					08	\$19.60	\$40,759			
					09	\$20.15	\$41,913			
3	New Hire	DHHS	Housing Prog Asst Rent Asst NM	16Z3	01	\$19.09	\$39,706	3	3/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$19.61	\$40,784			
					03	\$20.13	\$41,867			
					04	\$20.74	\$43,148			
					05	\$21.33	\$44,368			
					06	\$21.95	\$45,653			
					07	\$22.80	\$47,420			
4	New Hire	DHHS	Housing Prog Asst Rent Asst NM	16Z3	01	\$19.09	\$39,706	3	3/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$19.61	\$40,784			
					03	\$20.13	\$41,867			
					04	\$20.74	\$43,148			
					05	\$21.33	\$44,368			
					06	\$21.95	\$45,653			
					07	\$22.80	\$47,420			
5	New Hire	DHHS	Human Ser Wkr NM	16Z4	01	\$20.62	\$42,882	6	3/22/2021	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	\$51,324			
					08	\$25.48	\$52,995			
					09	\$26.32	\$54,739			
					10	\$27.31	\$56,813			
					11	\$27.83	\$57,876			
					12	\$28.32	\$58,906			
6	New Hire	Aging	Elder Benefits Specialist	24M	01	\$24.77	\$51,515	2	3/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$25.71	\$53,485			
					03	\$26.66	\$55,451			
					04	\$27.60	\$57,416			
					05	\$28.85	\$60,015			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
May 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
7	New Hire	OEM	Covid 19 Data Analytics Coordinator	28M	01	\$28.85	\$60,015	4	3/22/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$29.23	\$60,796			
					03	\$30.62	\$63,690			
					04	\$31.98	\$66,522			
					05	\$33.52	\$69,727			
8	New Hire	DAS	Sr. Analyst Special Prog	33JM	01	\$30.62	\$63,690	8	3/22/2021	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			
9	New Hire	ROD	Document Examiner	04P	01	\$15.71	\$32,684	4	4/5/2021	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	\$37,298			
					06	\$18.49	\$38,452			
					07	\$19.04	\$39,605			
					08	\$19.60	\$40,759			
					09	\$20.15	\$41,913			
10	New Hire	Parks	Food Service Operator	9	01	\$16.09	\$33,477	5	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$16.50	\$34,316			
					03	\$16.93	\$35,213			
					04	\$17.40	\$36,194			
					05	\$18.07	\$37,591			
11	New Hire	Aging	Human Ser Wkr Aging NM	16Z4	01	\$20.62	\$42,882	3	4/5/2021	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	\$51,324			
					08	\$25.48	\$52,995			
					09	\$26.32	\$54,739			
					10	\$27.31	\$56,813			
					11	\$27.83	\$57,876			
					12	\$28.32	\$58,906			
12	New Hire	DAS	Buyer 2	21	01	\$22.80	\$47,420	4	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$23.71	\$49,312			
					03	\$24.68	\$51,324			
					04	\$25.48	\$52,995			
					05	\$26.32	\$54,739			
13	New Hire	HR	Analyst Retirement	21M	01	\$22.35	\$46,495	2	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$23.25	\$48,350			
					03	\$24.19	\$50,323			
					04	\$24.98	\$51,962			
					05	\$25.80	\$53,671			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
May 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
14	New Hire	HR	Analyst Retirement	21M	01	\$22.35	\$46,495	2	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$23.25	\$48,350			
					03	\$24.19	\$50,323			
					04	\$24.98	\$51,962			
					05	\$25.80	\$53,671			
					12	\$28.32	\$58,906			
15	New Hire	HR	Analyst Retirement	21M	01	\$22.35	\$46,495	2	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$23.25	\$48,350			
					03	\$24.19	\$50,323			
					04	\$24.98	\$51,962			
					05	\$25.80	\$53,671			
					01	\$25.64	\$53,324			
16	New Hire	Child Support	Legal Cnsl Chld Supp 1 NM	34Z1	02	\$27.09	\$56,341	3	4/5/2021	Training and experience exceed the minimum qualifications for this position.
					03	\$29.86	\$62,109			
					04	\$31.94	\$66,431			
					05	\$34.16	\$71,053			
					06	\$36.54	\$75,998			
					07	\$38.54	\$80,172			
					08	\$41.80	\$86,944			
					09	\$44.71	\$92,994			
					10	\$46.88	\$97,515			
					11	\$49.87	\$103,732			
					12	\$52.86	\$109,957			
					13	\$56.04	\$116,553			
					14	\$59.40	\$123,547			
					17	New Hire	Child Support			
02	\$27.09	\$56,341								
03	\$29.86	\$62,109								
04	\$31.94	\$66,431								
05	\$34.16	\$71,053								
06	\$36.54	\$75,998								
07	\$38.54	\$80,172								
08	\$41.80	\$86,944								
09	\$44.71	\$92,994								
10	\$46.88	\$97,515								
11	\$49.87	\$103,732								
12	\$52.86	\$109,957								
13	\$56.04	\$116,553								
14	\$59.40	\$123,547								

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
May 4, 2021

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

**Dual Employments
Personnel Committee Meeting
May 4, 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
May 4, 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
May 4, 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	5120	Blunt	Tirrell	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	5160	Hendricks	Daniel	32620	Highway Mtce Wkr 2	F	A	80	8/24/2020	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	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	Monroe	Mark	32620	Highway Mtce Wkr 2	F	A	80	8/10/2020	TA
DOT	5110	Newman	Willie	32620	Highway Mtce Wkr 2	F	A	80	11/2/2020	TA
DA	4501	Rodriguez	Oguis	61010013	Intern WP Administrative	I	A	0	9/9/2019	HT
DOT	5110	Sweeny	Robert	32620	Highway Mtce Wkr 2	F	A	80	12/28/2020	TA
DOT	5110	Wagner	Kory	32620	Highway Mtce Wkr 2	F	A	80	8/10/2020	TA
DOT	5140	Weston	Maurice	32620	Highway Mtce Wkr 2	F	A	80	8/7/2020	TA
DOT-Airport	5051	Fails	Anthony	NA	Airport Wkr Seasonal	S	A	0	1/21/2021	TA
Emergency Management	4845	Stark	Taylor	NA	EMT Hourly	H	A	0	12/28/2020	TA
Emergency Management	4844	Klaver	Daniel	NA	COVID 19 Data Analytics Coordinator 	F	A	80	3/22/2021	TA

**Temporary Assignment to a Higher Classification (TAHC) Report
Personnel Committee Meeting
May 4, 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>
Parks	Ferenz	Benjamin	Park Worker 3 Season	5108-dc	13z3-dc	Parks Maintenace Worker	1/18/2021	1-May		Stephan Burany
Sheriff	Finley	Shaunta	Corr Offcr Sheriff NM	14Z1	23CM	Corr Offcr Lt	13-Feb		5/13/2021	Vacant
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	Liss	Amber	Horticulturist 1Nm	15Z4	22	Horticulturist 2 In Charge	4/12/2021		6/22/2021	David Waninger
Parks	Loosemoore	David	Park Worker - Seasonal	5102	24M	Heating and Ventilating Specialist	2/3/2020		5/2/2021	Joseph Thompson
Parks	Minser	Halley	Park Maint Wrkr aAsst	7	21	Restoration Ecologist	22-Mar		6/22/2021	Katlyn Plier
Sheriff	Morgan	Lavalle	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	13-Feb		5/13/2021	Todd Dickau
DOT	Munoz	Mario	Lead Mchanic	25	28M-NR	Fleet Supervisor	2/12/2021		3/4/2021	Mark Cesar
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
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
Zoo	Westphal	Vera	Deputy Chief Admin Officer	902E	904E	Executive Director Zoo	3/20/2021		6/20/2021	Chuck Wikenhauser
Register of Deeds	Wikstrom	Natalie	Clerk Vital Records	03P-DC	07P-DC	Supervisor Vital Records	1/17/2021		4/17/2021	Patricia Hardin