

Revised

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : June 29, 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 July 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
(The item listed originally as a position from the HOC was removed.)
- 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 21, 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 July 13, 2021 Personnel Committee Meeting for informational purposes.

Copy: HR Business Partners

**Personnel Committee Meeting
Compensation Report
July 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	ROD	Increase within Salary Grade	Supervisor Real Estate Div	Supervisor Real Estate Div	1	07P	01	\$ 41,723.52	01	\$ 41,723.52	Classified	Equity issues being addressed.	2/22/21	6.00%
							02	\$ 43,196.75	02	\$ 43,196.75				
							03	\$ 44,668.87	03	\$ 44,668.87				
							04	\$ 46,141.66	04	\$ 46,141.66				
							05	\$ 47,613.78	05	\$ 47,613.78				
							06	\$ 49,086.57	06	\$ 49,086.57				
							07	\$ 50,559.14	07	\$ 50,559.14				
							08	\$ 52,031.48	08	\$ 52,031.48				
							09	\$ 53,504.05	09	\$ 53,504.05				
2	DTPW- Highway Maint.	Increase within Salary Grade	Dispatch Clerk	Dispatch Clerk	1	11	01	\$ 52,540.59	01	\$ 35,212.94	Classified	Equity issues being addressed.	7/12/21	9.58%
							02	\$ 35,212.94	02	\$ 36,193.87				
							03	\$ 36,193.87	03	\$ 37,310.00				
							04	\$ 37,310.00	04	\$ 38,486.86				
							05	\$ 38,486.86	05	\$ 39,661.02				
3	OEM	Increase within Salary Grade	GIS Specialist	GIS Specialist	1	25	01	\$ 39,661.02	01	\$ 54,549.87	Classified	Equity issues being addressed.	2/8/21	8.23%
							02	\$ 56,554.37	02	\$ 56,554.37				
							03	\$ 58,558.86	03	\$ 58,558.86				
							04	\$ 61,208.99	04	\$ 61,208.99				
							05	\$ 63,865.78	05	\$ 63,865.78				
4	DAS	Increase within Salary Grade	Mechanical Serv Mgr	Mechanical Serv Mgr	1	916E	01	\$ 75,551.42	01	\$ 75,551.42	Classified	Equity issues being addressed.	6/28/21	8.33%
							02	\$ 79,329.12	02	\$ 79,329.12				
							03	\$ 83,106.61	03	\$ 83,106.61				
							04	\$ 86,884.30	04	\$ 86,884.30				
							05	\$ 90,662.21	05	\$ 90,662.21				
							06	\$ 93,495.17	06	\$ 93,495.17				
							07	\$ 96,328.34	07	\$ 96,328.34				
							08	\$ 98,217.39	08	\$ 98,217.39				
5	DAS	Increase within Salary Grade	Facilities Grounds Supv	Facilities Grounds Supv	1	23M	01	\$ 50,322.69	01	\$ 50,322.69	Classified	Equity issues being addressed.	6/28/21	7.58%
							02	\$ 51,961.52	02	\$ 51,961.52				
							03	\$ 53,671.07	03	\$ 53,671.07				
							04	\$ 55,704.48	04	\$ 55,704.48				
							05	\$ 57,738.72	05	\$ 57,738.72				
6	DPW	Increase within Salary Grade	Dep Dir Dept Transportation	Dep Dir Dept Transportation	1	903E	01	\$ 107,417.86	01	\$ 107,417.86	Unclassified	Equity issues being addressed.	7/12/21	5.09%
							02	\$ 120,332.99	02	\$ 120,332.99				
							03	\$ 131,218.67	03	\$ 131,218.67				
							124860		131218					
7	IMSD	Increase within Salary Grade	Manager IT Contracts	Manager IT Contracts	1	34M	01	\$ 76,066.10	01	\$ 76,066.10	Unclassified	Equity issues being addressed.	7/12/21	4.82%
							02	\$ 79,211.04	02	\$ 79,211.04				
							03	\$ 83,026.68	03	\$ 83,026.68				
							04	\$ 86,843.65	04	\$ 86,843.65				
							05	\$ 90,599.03	05	\$ 90,599.03				

July 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	3400 - ROD	Advancement	Supervisor Real Estate Div	Supervisor Real Estate Div	\$ 53,370	\$ 56,572	\$ 3,202	\$ 2,746	2/22/2021	Fund Transfer
2	5100 - Highway	Advancement	Dispatch Clerk	Dispatch Clerk	\$ 40,566	\$ 43,122	\$ 2,556	\$ 1,212	7/12/2021	Fund Transfer
3	4800 - OEM	Advancement	GIS Specialist	GIS Specialist	\$ 61,489	\$ 66,550	\$ 5,061	\$ 4,534	2/8/2021	Fund Transfer
4	1151 - DAS-FM	Advancement	Mechanical Service Mgr	Mechanical Service Mgr	\$ 98,574	\$ 106,788	\$ 8,215	\$ 4,209	6/28/2021	Fund Transfer
5	1151 - DAS-FM	Advancement	Facilities Grounds Supv	Facilities Grounds Supv	\$ 58,355	\$ 62,778	\$ 4,423	\$ 2,266	6/28/2021	Fund Transfer
6	5800 - DOT	Advancement	Dep Dir Dept Transportation	Dep Dir Dept Transportation	\$ 134,412	\$ 141,256	\$ 6,844	\$ 3,244	7/12/2021	Fund Transfer
7	1160 - DAS-IMSD	Advancement	Manager IT Contrats	Manager IT Contracts	\$ 86,123	\$ 90,272	\$ 4,149	\$ 1,966	7/12/2021	Fund Transfer

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
 28-Jun-21

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 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	Corp Counsel	Assistant Corporation Counsel	34Z	01	\$24.40	\$50,760	9	5/17/2021	Training and experience exceed the minimum qualifications for this position.
					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			
2	New Hire	HR	Mgr. Recruitment	36M	01	\$39.92	\$83,027	4	5/17/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$41.75	\$86,844			
					03	\$43.56	\$90,599			
					04	\$45.39	\$94,418			
					05	\$47.23	\$98,238			
3	New Hire	IMSD	Analyst Appls Systems IT II	24D	01	\$29.05	\$60,427	3	5/17/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$29.78	\$61,937			
					03	\$30.67	\$63,795			
					04	\$31.75	\$66,030			
					05	\$33.01	\$68,670			
					06	\$34.67	\$72,103			
					07	\$36.74	\$76,429			
4	New Hire	Courts	Clerk Cash	03P	01	\$14.71	\$30,605	2	6/1/2021	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	\$38,167			
					09	\$18.87	\$39,247			
5	New Hire	IMSD	Analyst Appls Systems IT III	28D	01	\$35.47	\$73,769	4	6/1/2021	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			
6	New Hire	IMSD	Analyst Business Systems	29M	01	\$29.23	\$60,796	2	6/1/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$30.62	\$63,690			
					03	\$31.98	\$66,522			
					04	\$33.52	\$69,727			
					05	\$35.03	\$72,864			

Appointments at an Advanced Step of the Pay Range										
Personnel Committee Report										
July 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	DHHS	Info and Outreach Coord Ag NM	23Z1	01	\$20.06	\$41,724	2	6/14/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$20.77	\$43,197			
					03	\$21.48	\$44,669			
					04	\$22.18	\$46,142			
8	New Hire	DHHS	Clerical Asst 2 NM	04Z1	01	\$15.80	\$32,868	5	6/14/2021	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			
9	New Hire	DAS	Facilities Grounds Worker 2 NM	16Z7	01	\$19.95	\$41,495	3	6/14/2021	Training and experience exceed the minimum qualifications for this position.
					02	\$20.34	\$42,302			
					03	\$20.91	\$43,499			
					04	\$21.52	\$44,757			
					05	\$22.08	\$45,932			
10	New Hire	Corp Counsel	Paralegal	24M	01	\$24.77	\$51,515	2	6/14/2021	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			
11	New Hire	DHHS	Human Ser Wkr Aging NM	16Z4	01	\$20.62	\$42,882	2	6/14/2021	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			

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Personnel Committee Meeting
July 13, 2021

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

**Dual Employments
Personnel Committee Meeting
July 13, 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
July 13, 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
July 13, 2021**

Requestor	Dept	Last Name	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 13, 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>
DAS	Bonk	Michael	Disabilites Recreation manager	22M	901E	Director, Disability Services	4/22/2021		7/21/2021	Timothy Ochnikowski
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
Parks	Burmeister	Kyle	Parks Maintenance Worker NM	13Z3	18z	Park Maint Wrkr 2 lc	5/3/2021		8/3/2021	Stephen Strzelecki
HHS	Gaona	Maricela	Lead Community Intervention Specialist	27	32m	Program Manager Energy Assistance	5/17/2021		8/14/2021	Cleopatra Echols
Zoo	Gillis	Cheyenne	Rental Event Specialist	22M	24M	Group sales Coordinator	4/10/2021		7/10/2021	Renee Klatt
Parks	Hansing	Mitchell	park worker 3 seas	5108	13z3	parks Maintenance Worker	5/3/2021		8/3/2021	Kyle Burmeister
DOT	Hauerwas	Jeff	Manager Parts	20m	28M-NR	Fleet Supervisor	5/14/2021		8/12/2021	Melvin Jackson
DAS-Facilities	Hayes	Sean	Capital Planning Manager	34m	38m	Principal Engineer airport	5/10/2021		8/7/2021	James Zsebe
DAS	Hutterer	jeremy	VOIP Administrator	36M	902E	manager Network IT	5/28/2021		8/28/2021	Anthony Ramos
DOT	Johnson	Tibor	Contract Service Coordinator	27	33JM	Sr. Analyst Financial Capital	4/12/2021		7/11/2021	Kelly Solomon
Parks	Johnson	Hannah	Park Worker 4 Seasonal	5102	7	Park Maint Wrkr Asst	3/22/2021		6/22/2021	Halley Minser
Courts	King	Dara	Sr Assistant Clerical	04P	05P	Specialist Clerical Cts	5/10/2021		8/8/2021	Marteene Butler
Parks	Minser	Halley	Park Maint Wrkr aAsst	7	21	Restoration Ecologist	3/22/2021		6/22/2021	Katlyn Pluer
Sheriff	Morgan	Lavalle	Dep Sheriff 1	17BZ	22B	Dep Sheriff Sgt	5/14/2021		8/11/2021	Todd Dickau
DOT	Munoz	Mario	Lead Mechanic	25	28M-NR	Fleet Supervisor	5/14/2021		8/12/2021	Mark Cesar
Parks	Pisarski	Todd	Safety & Security Coordinator	26	32M	Safety & Security Manager	4/1/2021		7/1/2021	John Nelson
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	3/29/2021		6/29/2021	Dave Sikorski
Airport	Urbaniak	Brandon	Airport Mtce Worker Nm	22OE	26M	Asst airpt Maint Supv	4/13/2021		7/12/2021	Michael Karolewicz
Zoo	Westphal	Vera	Deputy Chief Admin Officer	902E	904E	Executive Director Zoo	3/20/2021		6/20/2021	Chuck Wikenhauser
Courts	Williams	Christoper	Sr Assistant Clerical	04P	05P	Specialist Clerical Cts	5/12/2021		8/10/2021	Jonathan Wells
Courts	Zayas	Laganese	Sr Assistant Clerical	04P	05P	Specialist Clerical Cts	6/2/2021		8/10/2021	Mary Webster