

# Milwaukee County

# **Department of Human Resources**

INTER-OFFICE COMMUNICATION

Date: November 12, 2021

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

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

Subject: From the Director of Compensation/Human Resources Information

Systems, Department of Human Resources, Requesting Reallocation of Two Specialist Dementia Care Positions (Location 800 - DHHS, Dept

7961- RCA Administration)

File Type: Action Report

#### **REQUEST**

This submittal includes a resolution and accompanying fiscal note in support of the request to reallocate Two Specialist Dementia Care positions (Location 800 - DHHS, Dept 7961- RCA Administration).

The reallocation request asks the Chief Human Resources Officer to implement the following reallocation upon Board of Supervisors approval.

	TITLE	NO. POSITIONS	CURRENT			RECOMMENDED			
REQUESTOR			PAY R	ANGE	ANNUAL PAY RATE	PAY R	ANGE	ANNUAL PAY RATE	Effective Date
DHHS	Specialist Dementia Care	1	29M	01	\$61,422.40		01	\$59,155.20	12/26//21
				02	\$64,334.40		02	\$61,838.40	
				03	\$67,204.80		03	\$64,521.60	
				04	\$70,428.80		04	\$67,579.20	
				05	\$73,611.20		05	\$70,595.20	
REQUESTOR	TITLE	NO. POSITIONS	PAY RANGE AN			RECOM			
					ANNUAL PAY RATE	PAY RANGE		ANNUAL PAY RATE	Effective Date
				01	\$61,422.40		01	\$59,155.20	
				02	\$64,334.40		02	\$61,838.40	
							<b>7</b>		
				03	\$67,204.80		03	\$64,521.60	
				03 04	\$67,204.80 \$70,428.80		03 04	\$64,521.60 \$67,579.20	
DHHS	Specialist Dementia Care	1	29M	_		27	_		12/26/21
DHHS	Specialist Dementia Care	1	29M	04	\$70,428.80	27	04	\$67,579.20	12/26/21
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# **POLICY**

Milwaukee County Code of General Ordinances:	<u>17.055</u>
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### **BACKGROUND**

The Department of Human Resources is responsible for assessing the duties associated with a position and reviewing those duties with respect to the external market and internal roles for comparison. This reallocation is being requested to address better alignment with the market for this specific role. With respect to the role's critical responsibilities, increasing the recommended grade for this role has been determined to be appropriate.

Related File No's:	N/A

# **ALIGNMENT TO STRATEGIC PLAN**

Describe how the item aligns to the objectives in the strategic plan:

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest "upstream" to address root causes of health disparities
- 3B: Enhance the County's fiscal health and sustainability

  Moving the position to this level will align more appropriately with market and allow for ability to have proper skill set required.
- 3C: Dismantle barriers to diverse and inclusive communities

#### FISCAL EFFECT

The Department of Human Resources requests the approval of the classification recommendation. The cost associated with this reallocation will be funded within the department.

#### **TERMS**

[Include specific term start and end dates, renewal options, automatic renewals, and termination clauses] *N/A* 

# **VIRTUAL MEETING INVITES**

Margo.Franklin@milwaukeecountywi.gov Dean.Legler@millwaukeecountywi.gov Joseph.Lamers@milwaukeecountywi.gov Daniel.Laurila@milwaukeecountywi.gov shakita.lagrant@milwaukeecountywi.gov

# **PREPARED BY:**

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

# **APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

# **ATTACHMENTS:**

Resolution Fiscal Note

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office Supervisor Eddie Cullen, Chairman, Committee on Personnel Joe Lamers, Director, Office of Performance, Strategy and Budget, DAS Dan Laurila, Operating Budget Manager, DAS-PSB Margo Franklin, Chief Human Resources Officer, Department of Human Resources Steve Cady, Research & Policy Director, Office of the Comptroller Lisa Ruiz, Manager HR

Peggy Schneider, HRBP