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(ITEM ) A resolution by Supervisors Lipscomb, Sr., Schmitt, Johnson, Jr., Moore Omokunde, Haas, Jursik, Weddle, and Romo West prohibiting the establishment of alternative pay rates for unclassified County employees except as authorized by Board policies and requiring the Human Resources Director to report on the steps taken to carry out the Board’s directives regarding the salaries of unclassified employees and to report the current salaries and pay grades of all unclassified County employees, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the Milwaukee County Board of Supervisors (County Board) has broad powers to provide, fix, or change the compensation or salaries of Milwaukee County employees, including unclassified employees, and to provide for regulations of employment for all persons paid from the county treasury, pursuant to Sections 59.03, 59.17(4), 59.22(2), 59.51, and 59.60 of the Wisconsin Statutes; and

WHEREAS, the Milwaukee Compensation Plan represents the exclusive policy establishing the pay rates for all Milwaukee County employees, including unclassified employees; and

WHEREAS, from time to time, changes to the Milwaukee Compensation Plan may be authorized, but only in accordance with the procedures defined by Sections 17.05, 17.055, 17.27, and 17.28 of the Milwaukee County Code of General Ordinances (the Code); and

WHEREAS, the County Board approved an amendment to the 2014 Adopted Budget requiring the adjustment of the 903E executive pay grade table to establish the pay rate range as \$98,720 to \$120,613; the reallocation of the positions of Airport Director, Zoological Director, Chief Information Officer, Parks Director, and Corporation Counsel to pay grade 904E; and the reduction of the pay for any position currently in pay grade 903E to fall within the revised maximum of the new pay range (Adopted File No. 13-756, p. 48) (hereafter “executive pay grade amendment”); and

WHEREAS, the County Executive vetoed the executive pay grade amendment (Veto No. 31), the County Board overrode the veto, and the amendment thereafter became effective as part of the 2014 Adopted Budget on January 1, 2014; and

WHEREAS, the adjusted pay ranges in the 903E pay grade table and the reallocation of certain positions to pay grade 904E, as established in the executive pay grade amendment, have not been repealed, amended, or superseded by the County Board by resolution, ordinance, or subsequent budget amendment and thus continue to be effective; and

46 WHEREAS, the County Board has not authorized or allowed by passive review  
47 the reallocation of unclassified employees assigned to pay grade 903E, including Health  
48 and Human Services Director Hector Colon, to new or different pay range; and  
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50 WHEREAS, the County Board has not authorized or allowed by passive review  
51 the reallocation of other unclassified employees to new or different pay ranges; and  
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53 WHEREAS, the County Board has not authorized or allowed by passive review  
54 the creation of new classifications or revision of salary schedules for any unclassified  
55 employees, as required Sections 17.05, 17.055, 17.27, and 17.28 of the Code; and  
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57 WHEREAS, the salary schedules for unclassified employee titles as established  
58 in the Milwaukee Compensation Plan and as amended by the County Board in the  
59 executive pay grade amendment, reflect the exclusive policy currently in effect with  
60 respect to unclassified employee pay; and  
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62 WHEREAS, the policy of Milwaukee County as established through legislative  
63 action is to be administered or executed by the County Executive and the administrative  
64 departments that report to the County Executive, see Section 59.17(2), Wisconsin  
65 Statutes; and  
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67 WHEREAS, the Committee on Finance, Personnel, and Audit, at its meeting of  
68 September 17, 2015, recommended adoption of this resolution (vote 8-0); now,  
69 therefore,  
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71 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board),  
72 in the exercise of its policy-making authority, expressly prohibits the creation or  
73 implementation of any proposed rate of pay or pay bands for unclassified employees  
74 except as authorized or allowed by the County Board pursuant to Sections 17.05,  
75 17.055, 17.27, and 17.28 of the Milwaukee County Code of General Ordinances; and  
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77 BE IT FURTHER RESOLVED, the Director of the Department of Human  
78 Resources shall report to the Committee on Finance, Personnel, and Audit (FPA), on  
79 the steps undertaken to carry out the County Board's directives in the executive pay  
80 grade amendment, no later than October 15, 2015; and  
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82 BE IT FURTHER RESOLVED, the Director of the Department of Human  
83 Resources shall submit to the FPA Committee a written report showing the current  
84 salary and pay grade of all Milwaukee County unclassified employees, no later than  
85 October 15, 2015.  
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