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3 (ITEM) A resolution By the Committee on Finance, Personnel, and Audit, relating
4 to informational reports relative to Reclassification of Existing positions, Advancement
5 within the Pay Range, Reallocations of Non-Represented positions; Appointments at an
6 Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions;
7 Dual Employment; Emergency Appointments; Temporary Appointments; and
8 Temporary Assignments to a Higher Classification, by recommending adoption of the
9 following:

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11 **A RESOLUTION**

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13 WHEREAS, the Committee on Finance, Personnel, and Audit reviews a report
14 each month from the Department of Human Resources (DHR) relative to
15 Reclassification of Existing positions, Advancements within the Pay Range,
16 Reallocations of Non-Represented positions; Appointments at an Advanced Step of the
17 Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment;
18 Emergency Appointments; Temporary Appointments; and Temporary Assignments to a
19 Higher Classification; and

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21 WHEREAS, the report is marked that “recommendations (of DHR) to be
22 implemented unless Supervisor(s) object”; and

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24 WHEREAS, the report dated November 21, 2014, from the Deputy Director of
25 DHR, outlines recommendations related to employee compensation, including a
26 reclassification that is outlined on the first page of the report; and

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28 WHEREAS, the full-year cost for the one proposed reclassification is
29 approximately \$5,520 based on the fiscal impact statements contained in the report;
30 and

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32 WHEREAS, members of the Committee on Finance, Personnel, and Audit
33 expressed concern that policymakers should see the complete picture before approving
34 any changes recommended in the Job Analysis and Evaluation Project, especially the
35 total countywide fiscal impact; and

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37 WHEREAS, the Committee on Finance, Personnel, and Audit reviewed the
38 matter at its meeting of December 11, 2014, and recommended **REJECTION** of the
39 reclassification on page one of the report (vote 6-2); now, therefore,

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41 **BE IT RESOLVED**, the Milwaukee County Board of Supervisors does hereby
42 reject the proposed position reclassification that is contained in the November 21, 2014,
43 report from the Department of Human Resources.