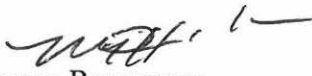


COUNTY OF MILWAUKEE
DEPARTMENT OF HUMAN RESOURCES
INTER-OFFICE COMMUNICATION

DATE : June 5th, 2017

To : Chairman Theodore Lipscomb Sr., County Board of Supervisors

FROM : Matthew Hanchek, Director of Total Rewards – Department of Human Resources 

SUBJECT: **Informational report from the Director of Total Rewards, Department of Human Resources, regarding changes to compensation resulting from Judge DiMotto's decision (no action required).**

Issue/Background

Judge DiMotto's ruling establishes the County Board as the authority to establish pay ranges and reallocations, but places authority over placement within and movement through ranges in the administration. As such, we will be moving all employees into a board-created pay range.

Per statute, our approach is focused on the pay range established for an employee's grade (minimum and maximum) and does not restrict movement to defined steps with the goal of minimizing the need to positively or negatively impact individual employee's rates of pay as we transition people to the Board-created grades.

To comply with the decision, the Compensation team will be moving the attached unclassified employees (Table 1) to a pay range created by the board.

In general there should be no changes to employees' current rate of pay resulting from these actions. Any pay changes or reclassifications will be subsequently reported. The potential exception would be positions identified for reallocation. In these cases, pay will be changed to reflect the previous board-created grade, and the positions will be presented to the board for approval at a later cycle for a reallocation request.

Compensation will resume auditing and migrating this group when the payroll system reopens on June 12, and will complete all of the unclassified changes by June 21st (payroll blackout).

CC: County Executive Chris Abele
Raisa Koltun, Chief of Staff
Kerry Mitchell, Chief Human Resources Officer
Margaret Daun, Corporation Counsel
Supervisor Peggy Romo-West, Chairwoman, Finance & Audit Committee
Supervisor Jim "Luigi" Schmitt, Chairman, Personnel Committee
Kelly Bablitch, Milwaukee County Board of Supervisors Chief of Staff

Tieg Whaley-Smith, Director of Administrative Services
 Steve Kreklow, Director, Office of Performance, Strategy, and Budget
 Scott Manske, Comptroller
 Stephen Cady, Comptroller's Office
 Janelle Jensen, Committee Coordinator

Table 1:

Title	Last Board Created Grade	Assigned Grade	Status
Accountant 3 DA	21	25M	Completed
Accountant 4 DA	25m	28M	Completed
Administrator Financial OpsAgU	---	901E	Completed
Chief Human Resources Officer	903E	904E	Completed
Chief Technology Officer	902E	904E	Completed
Constituent Services Specialist	13M	18M	Completed
Crime Analyst	19L	28M	Completed
Dep Dir Dept Transportation	38M	903E	Completed
Director Applications IT	902E	903E	Completed
Director Budget and Mgmt	903E	904E	Completed
Director Bus Commerical Dev	---	903E	Completed
Director Emergency Management	---	903E	Completed
Director Employee Relations	902E	903E	Completed
Director Facilities Management	902E	903E	Completed
Director Facilities Planning U	---	38M	Completed
Director GovernanceStrategy IT	902E	904E	Completed
Director Operations U	---	902E	Completed
Director Project Mgmt Office	---	904E	Completed
Director Radio Services	---	38M	Completed
Director Retirement Plan Svcs	901E	903E	Completed
Director Strategic Planning	901E	902E	Completed
Director Total Rewards	---	903E	Completed
Director Victim Witness Serv	---	36M	Completed
Exec Dir Admin Services	903E	904E	Completed
Exec Dir Health Human Svcs	903E	904E	Completed
Exec Dir Transportation	903E	904E	Completed
Manager Accounts Payable U	---	916E	Completed
Manager IT - DA	26RM	36M	Completed
Manager Payroll U	---	916E	Completed
Manager Solution Design Del	---	38M	Completed
Office Manager - Juvenile	---	22M	Completed

Office Manager DA	22M	24M	Completed
Adm Sec - Graphic Designer U	23M	23M	Pending
Adm Sec Chief Of Staff	919E	919E	Pending
Administrator Contracts	901E	901E	Pending
Administrator Delinquency Crts	902E	902E	Pending
Administrator Disability Svcs	902E	902E	Pending
Administrator Housing	902E	902E	Pending
Administrator Sheriffs	902E	902E	Pending
Analyst Research	26M	26M	Pending
Analyst Research	26M	26M	Pending
Analyst Research	26M	26M	Pending
Assistant Medical Examiner	904E	904E	Pending
Assistant Medical Examiner	904E	904E	Pending
Assistant Medical Examiner	904E	904E	Pending
Assistant Superintendant	902E	902E	Pending
Assistant Superintendant	902E	902E	Pending
Chief Corporation Counsel	904E	904E	Pending
Chief Information Officer	904E	904E	Pending
Chief Investigator	38M	902E	Pending
Chief of Staff	902E	902E	Pending
Chief Planning and Development	902E	902E	Pending
Commissioner Cir Ct Presiding	37AM	37AM	Pending
Coordinator Committee	23M	23M	Pending
Coordinator Committee	23M	23M	Pending
Coordinator Elder Abuse Preven	29M	29M	Pending
Deputy Chief Adm Officer Zoo	902E	902E	Pending
Deputy Chief Investigator	36M	36M	Pending
Deputy Chief Medical Examiner	904E	904E	Pending
Deputy Chief of Staff	901E	901E	Pending
Deputy Comptroller	902E	902E	Pending
Deputy County Clerk	901E	901E	Pending
Deputy Director DHHS	902E	903E	Pending
Deputy Director Sheriff	901E	901E	Pending
Deputy Director Sheriff	901E	901E	Pending
Deputy Director Sheriff	901E	901E	Pending
Deputy Director Sheriff	901E	901E	Pending
Deputy Director Sheriff	901E	901E	Pending
Deputy Register Of Deeds	914E	914E	Pending
Director Administration Aging	901E	901E	Pending
Director Animal Mgmt Health	902E	902E	Pending
Director Architecture Engineer	902E	902E	Pending

Director Business Development	902E	902E	Pending
Director Communications	901E	901E	Pending
Director Community Relations	913E	901E	Pending
Director Disability Services	901E	901E	Pending
Director Economic Development	901E	902E	Pending
Director Election Commission	901E	901E	Pending
Director EMS	---	917E	Pending
Director External AffairsParks	902E	902E	Pending
Director Fleet	902E	902E	Pending
Director Grounds Maintenance U	917E	917E	Pending
Director of Afrcn Amrcn Affrs	---	903E	Pending
Director Operations FieldParks	902E	902E	Pending
Director Ops and Maintenance	902E	903E	Pending
Director Research and Policy	38M	902E	Pending
Director Risk Management	902E	902E	Pending
Director Strategic Initiatives	901E	902E	Pending
Director Sustainability	901E	901E	Pending
Exec Dir Aging	903E	903E	Pending
Exec Dir Airport	904E	904E	Pending
Exec Dir Child Support Svcs	903E	903E	Pending
Exec Dir Parks Rec Culture	904E	904E	Pending
Exec Dir Zoo	904E	904E	Pending
Intern Administrative WP	01IM	01IM	Pending
Intern Administrative WP	01IM	01IM	Pending
Intern Administrative WP	01IM	01IM	Pending
Intern Airport	01IM	01IM	Pending
Intern Airport	01IM	01IM	Pending
Intern Airport	01IM	01IM	Pending
Intern Airport	01IM	01IM	Pending
Intern DA	01IM	01IM	Pending
Intern DA	01IM	01IM	Pending
Intern DA	01IM	01IM	Pending
Intern DA	01IM	01IM	Pending
Intern DA	01IM	01IM	Pending
Intern IT	01IM	01IM	Pending
Intern IT	01IM	01IM	Pending
Intern IT	01IM	01IM	Pending
Intern IT	01IM	01IM	Pending
Intern Student	01IM	01IM	Pending
Intern Student	01IM	01IM	Pending
Investigator District Attorney	32M	32M*	Pending

Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Investigator District Attorney	32M	32M*	Pending
Lead Auditor	30M	30M	Pending
Lead Auditor	30M	30M	Pending
Lead Auditor	30M	30M	Pending
Lead Auditor	30M	30M	Pending
Lead Auditor	30M	30M	Pending
Lead Auditor	30M	30M	Pending
Liaison Government Affairs	34M RC	916E	Pending
Manager Accounting Comptroller	916E	916E	Pending
Manager Audit	36M	37M	Pending
Manager Audit Compliance	36M	37M	Pending
Manager Audit Forensic	32M	32M	Pending
Manager Comm and Marketing U	36M	36M	Pending
Manager Contracts	901E	901E	Pending
Manager Contracts	901E	901E	Pending
Manager Contracts	901E	901E	Pending
Manager Contracts	901E	901E	Pending
Manager Data Center IT	38M	38M	Pending
Manager Financial Capt Comptr	917E	902E	Pending
Manager Financial Chld Support	916E	916E	Pending
Manager Human Resources	35M	35M	Pending
Manager IT U	38M	38M	Pending
Manager IT U	38M	38M	Pending
Manager Network IT	902E	902E	Pending
Manager Operations Judicial U	33M	33M	Pending

Manager Program Claims U-	31M	31M	Pending
Manager Program Leave ADACompl	27M	914E	Pending
Manager Recruitment	36M	36M	Pending
Manager Retirement Services	32M	901E	Pending
Medical Examiner	904E	904E	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Process Server Hrly	15Z	15Z	Pending
Sr Assistant Administration U	13M	13M	Pending
Sr Coordinator Committee	28M	29M	Pending
Superintendent HouseCorrection	903E	903E	Pending
Superintendent Juvenile Detent	36M	36M	Pending
Supervisor Victim Witness Svcs	26M	26M	Pending
Supervisor Victim Witness Svcs	26M	26M	Pending
Supervisor Victim Witness Svcs	26M	26M	Pending
Coordinator Info County Clerk	---	28M	Pending
Deputy AdministratorDisability	914E	914E	Pending
Director Finance and Admin	---	903E	Pending
Director HR Ops and Tal Acq	902E	902E	Pending
Director Legislative Affairs	---	36M	Pending
Director Operations Highway	903E	903E	Pending
Director Operations Rec Parks	902E	902E	Pending