

From the Director, Office of Strategy, Budget, and Performance requesting authorization to process administrative fund transfers from Org. Unit 1972 - Central Salary Costs to departments impacted by the Compensation Transformation Project to cover increased salary and social security costs, by recommending adoption of the following:

### AN ENGROSSED RESOLUTION

WHEREAS, in adopted File No. 23-811, the Milwaukee County Board of Supervisors approved the transition to a new compensation structure with new market-based salary ranges for non-represented Milwaukee County employees; and

WHEREAS, upon completion of the market analyses of positions, the Department of Human Resources has been moving the positions in batches to the new compensation ranges; and

WHEREAS, in December 2024, over 1,000 positions were moved to new compensation ranges, and 277 of these moves included salary changes; and

WHEREAS, these actions occurred after the 2025 Operating Budget was adopted, with the funding for these changes included in a central account instead of departmental budgets; and

WHEREAS, by the end of 2025, it is expected that all non-represented positions will be moved to new market-based salary ranges; and

WHEREAS, the Committee on Personnel, at its meeting of January 14, 2025, did not consider File No. 25-149 for informational purposes only per Section 59.52(31)(d), Wisconsin State Statutes; and

WHEREAS, the Committee on Finance, at its meeting of January 30, 2025, recommended adoption of File No. 25-149 (vote 7-0); ~~now, therefore, and~~

**WHEREAS, despite the affirmative vote, concerns were raised regarding the lack of specific dollar amounts for the proposed transfer of 2024 funds to respective departments, as well as the authorization to transfer funds in 2025 for compensation recommendations that have not yet been reviewed; now, therefore,**

BE IT RESOLVED, the Office of Strategy, Budget, and Performance (**OSBP**) and the Office of the Comptroller are authorized to process **2024** administrative fund transfers from Org. Unit 1972 - Central Salary Costs, to departments impacted by the Compensation Transformation Project, to cover the increased salary and social security costs **as outlined on the sheet provided by OSBP and hereto attached to this file; and.**

47                    **BE IT FURTHER RESOLVED, that later in 2025, following the County**  
48 **Board's review of additional recommendations related to the compensation**  
49 **Transformation Project, OSBP shall submit an appropriation transfer to the Board**  
50 **for consideration, reallocating 2025 funds from Org. Unit 1972 – Central Salary**  
51 **Costs to the respective departments.**  
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