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(ITEM) A resolution By the Committee on Finance, Personnel and Audit, relating to a report from the Director, Department of Human Resources, on the 2013 Job Analysis and Evaluation Project and informational reports relative to Reclassification of Existing positions, Advancements within the Pay Range, Reallocations of Non-Represented positions, Revisions to Executive Compensation Plan [ECP] positions; Appointments at an Advanced Step of the Pay Range; Dual Employment, Temporary Assignments to a Higher Classification, Temporary Appointments and Emergency Appointments, by recommending adoption of the following:

A RESOLUTION

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

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

WHEREAS, the report dated November 25, 2013, from the Deputy Director of DHR, outlines several recommendations related to employee compensation, including reallocations, reclassifications, and advancements within the pay range; and

WHEREAS, DHR issued an informational report on November 26, 2012, titled “Total Compensation Update at Milwaukee County” (File No. 12-963) that, among other things, outlined a process related to a Job Analysis and Evaluation Project that was to occur in 2013 to better classify and set compensation levels; and

WHEREAS, the Job Analysis and Evaluation Project has often been referred to as the “JEQ,” based upon the Job Evaluation Questionnaire (“JEQ”) that each department head was to complete for all positions within their department; and

WHEREAS, members of the Committee on Finance, Personnel and Audit raised questions about the Job Evaluation Project at meetings throughout 2013 and was informed by Administration officials that a detailed report would be forthcoming; and

WHEREAS, DHR submitted a report dated November 27, 2013, further explaining the Job Analysis and Evaluation Project and reporting that 461 jobs affecting 1,378 employees have been reviewed across 26 areas of Milwaukee County; and

45 WHEREAS, the status report indicates that, of the 461 job classifications already
46 reviewed, 37, or 8 percent, have pay ranges above the market and 118, or 26 percent,
47 have pay ranges below the market; and
48

49 WHEREAS, the Committee on Finance, Personnel and Audit has not been provided
50 a detailed listing of the specific jobs that are out of alignment relative to compensation, but
51 has reviewed a few reallocations in previous months that ostensibly were based on
52 recommendations from the Job Analysis and Evaluation Project; and
53

54 WHEREAS, the Committee on Finance, Personnel and Audit believe policymakers
55 should see the “complete picture” before approving any changes recommended in the Job
56 Analysis and Evaluation Project, especially if some department heads are moving to
57 implement the recommendations while others may be waiting; now, therefore,
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59 BE IT RESOLVED, the County Board of Supervisors hereby supports the efforts of the
60 Administration to undertake a comprehensive Job Analysis and Evaluation Project that,
61 when completed, can be submitted to the County Board for review and approval; and
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63 BE IT FURTHER RESOLVED, that the County Board expects a detailed report by job
64 classification and department, prior to approving any changes to compensation for
65 employees until a “complete picture” of the impact on the County can be ascertained; and
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67 BE IT FURTHER RESOLVED, that the reallocations presented in File No. 13-930,
68 dated November 25, 2013, affecting Org. Unit 1011 – Intergovernmental Relations and
69 Org. Unit 3700 – Office of the Comptroller, be denied until such time the Job Analysis and
70 Evaluation Project is complete and the County Board has the opportunity to review all
71 recommended compensation changes.
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