

Supervisor David Cullen, Chairman,
By the Committee on Finance, Personnel, and Audit reporting on:

File No. 14-807

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

A RESOLUTION

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

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

WHEREAS, the report dated October 9, 2014, (memo dated 10/07/14, revised 10/09/14) from the Deputy Director of DHR, outlines recommendations related to employee compensation, including reclassifications that are outlined on the first ten pages of the report; and

WHEREAS, the full-year cost for the proposed reclassifications are approximately \$142,740 based on the fiscal impact statements contained in the report; and

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

WHEREAS, the Committee on Finance, Personnel, and Audit reviewed the matter at its meeting of November 3, 2014, and recommended **REJECTION** of all reclassifications on pages one through ten of the report (vote 8-1); now, therefore,

BE IT RESOLVED, that the Milwaukee County Board of Supervisors does hereby reject all of the proposed position reclassifications that are contained in the October 7, 2014, report from the Department of Human Resources on pages one through ten.