

COUNTY OF MILWAUKEE
DEPARTMENT OF HUMAN RESOURCES
INTER-OFFICE COMMUNICATION

DATE : December 19, 2014

To : Department Heads
HR Business Partners, Generalists and Staff

FROM : Rick Ceschin, Department of Human Resources

SUBJECT: **Employment actions based on the 2015 adopted budget**

The 2015 Adopted Budget has resulted in a number of layoffs in Milwaukee County. The Department of Human Resources will process layoffs in this budget and going forward for classified employees in non-protective service roles, per Civil Service Rule VIII (attached).

Under previous rules, layoffs for non-represented classified employees could be based on a factors such as job performance, attendance, seniority, ability to fund a position, the need to retain staff with specific skill sets, or a combination. Those criteria will now be applied to classified staff countywide.

DHR is working with departments to establish standardized evaluative criteria to move beyond seniority-based employment decisions and will no longer 'bump' a less-senior employee in order to place a laid-off employee. Additionally, employees and departments will not be required to accept cross-functional or cross-departmental placements resulting from a layoff.

Milwaukee County Department of Human Resources will work with displaced employees to determine if there are employment opportunities for the employee to continue their county employment. In the absence of a being hired into a different County position, the employee will be placed on layoff/recall for up to one year. Further, when a department requests to fill a vacant position that is comparable to one from which an employee is laid off, that employee's name will be certified as eligible to be hired and sent to the hiring manager.

We remain committed to providing quality services to our employees, departments and the public and believe this change in practice helps secure that service. Please feel free to contact me with any questions.

CC: County Executive Chris Abele
County Board Chairwoman Marina Dimitrijevic
Raisa Koltun, Chief of Staff, County Executive's Office
Kerry Mitchell, Chief Human Resources Officer
Paul Bargren, Corporation Counsel
Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Luis Padilla, Employment Relations