

Date: January 21, 2016

To: Willie Johnson, Jr., Co-Chair, Finance, Personnel, and Audit Committee  
James "Luigi" Schmitt, Co-Chair, Finance, Personnel, and Audit Committee

From: County Board Chairman Theodore Lipscomb, Sr.

Re: File 16-77 and Compensation Workgroup update

The 2016 Adopted Budget included the following language:

*"The Director of Human Resources and Comptroller are requested to provide a report to the County Board for the January 2016 meeting cycle outlining the specific positions that are affected, including the fiscal impact, for potential implementation early in 2016. The designated positions shall be advanced in the wage "step" pay grade system to a rate at or above the new minimum salary amount unless a new compensation plan structure is approved prior to that time."* **Budget Amendment 1A007**

This cycle we have received two reports that relate to this budget amendment. File 16-77, submitted by the Comptroller and the Human Resources Director, provides information responsive to the request for information in Budget Amendment 1A007 but lacks the corresponding fund transfer request to effectuate the adopted policy. Similarly, the Compensation Workgroup also submitted an update on the proposed new compensation structure, but it lacks a fiscal analysis. Since neither report was in a form suitable for action, they should be heard together and scheduled for information only because it is important for the public and employees to receive these updates.

The hearing on the County Executive's motion to dismiss *Lipscomb v. Abele* (Case No. 15CV8664) has been scheduled on February 29, 2016. The Executive's continued tactic of trying to delay a court decision on whether or not he has unilateral authority over the salaries of political appointees makes it untenable for the County to adopt a new and uniform compensation structure for all public employees.



I also met with the Department of Administrative Services Director and the Comptroller to listen and receive the Workgroup's report. Several other factors continue to complicate the proposed adoption of the recommendations in the report at this time:

- Proposal is incomplete, and is missing a comprehensive fiscal analysis that evaluates the potential for annual incremental personnel cost increases associated with broad pay ranges;
- Compensation of unclassified employees would fall under exclusive jurisdiction of the County Executive, a legal position with which the Board disagrees;
- Lack of ordinances to codify policies transparently to the public and employees; and
- A sound explanation or solution that demonstrates how, moving forward, employees can be assured of equity and fairness if this proposal is adopted

Sincerely,

A handwritten signature in blue ink, appearing to read 'Theodore Lipscomb, Sr.', written in a cursive style.

Theodore Lipscomb, Sr., Chairman  
Milwaukee County Board of Supervisors

CC: Milwaukee County Board of Supervisors