

1 Supervisor Eddie Cullen, Chairperson,
2 By the Committee on Personnel reporting on:

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4 File No. 19-607

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6 A resolution by the Committee on Personnel relating to an informational report from the
7 Director of Compensation, Department of Human Resources, providing an informational
8 report regarding a reallocation request from the Office of the Sheriff to reallocate the
9 Sheriff's Department Captain from Pay Range 915E to 916E, recommending adoption
10 of the following:

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12 **A RESOLUTION**

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14 WHEREAS, the Milwaukee County Sheriff, Office of the Sheriff, requested the
15 Department of Human Resources (DHR) to review the classification of the Sheriff's
16 Department Captain positions as the compensation appeared to be out of alignment
17 with market rates and conditions; and

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19 WHEREAS, the Director of Compensation/Human Resources Information
20 System, DHR, reviewed the request to reallocate the classification of 11 Captain
21 positions in the Office of the Sheriff; and

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23 WHEREAS, the DHR reviewed the duties of the positions, and compared the
24 classification (compensation) with other similar positions relative to market rates and
25 conditions; and

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27 WHEREAS, one factor in the analysis was the positions of Deputy Sheriff –
28 Lieutenant were reallocated in April 2018 from pay grade 30M to 34M (File No. 18-375),
29 which has created compensation compression issues for the higher ranked Captain
30 positions; and

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32 WHEREAS, the Director of Compensation/Human Resources Information
33 System, DHR, recommends that the classification of Sheriff's Department Captain
34 positions (title code 00077120) be reallocated from pay grade 915E to 916E, effective
35 pay period 16, beginning July 14, 2019; and
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37 WHEREAS, a comparison of pay grades 915E and 916 E are as follows:

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39 **Current Pay Grade - 915E** **Proposed Pay Grade - 916E**

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41 Step 01 (Annual) - \$66,439 Step 01 (Annual) - \$74,803

42 Step 02 (Annual) - \$69,760 Step 02 (Annual) - \$78,544

43 Step 03 (Annual) - \$73,083 Step 03 (Annual) - \$82,284

44 Step 04 (Annual) - \$76,404 Step 04 (Annual) - \$86,024

45 Step 05 (Annual) - \$79,726 Step 05 (Annual) - \$89,764

46 Step 06 (Annual) - \$82,219 Step 06 (Annual) - \$92,570

47 Step 07 (Annual) - \$84,709 Step 07 (Annual) - \$95,375

48 Step 08 (Annual) - \$86,370 Step 08 (Annual) - \$97,245

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50 ; and

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52 WHEREAS, the Committee on Personnel (Personnel), at its meeting of July 11,
53 2019, reviewed the report and heard testimony from DHR staff that although the file was
54 originally submitted as informational, approval by policymakers was the preferred
55 process for the reallocation of position pay grades; and

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57 WHEREAS, approval by the Milwaukee County Board of Supervisors is required
58 to reallocate the pay grade for the classification of Sheriff's Department Captain in the
59 Office of the Sheriff; and

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61 WHEREAS, Personnel, at its meeting of July 11, 2019, recommended adoption
62 of this By the Committee Resolution (vote 5-0); now, therefore,

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64 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
65 the reallocation of the classification of Sheriff's Department Captain (title code
66 00077120) from pay grade 915E to 916E, effective pay period 16, beginning July 14,
67 2019.

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70 srb

71 07/11/19

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