

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39

(ITEM ) A resolution By the Committee on Finance, Personnel, and Audit, relating to an informational report (without resolution) from the Compensation Workgroup, regarding recommendations to: move from pay steps to pay ranges, implement administrative procedures to implement range changes and clarify roles and responsibilities, create a method of using performance evaluations in compensation decisions, and update County ordinances to reflect the recommendations of the Compensation Workgroup, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the Compensation Workgroup has been reviewing recommendations by the Department of Human Resources to, among other things, move the employee compensation plan from pay steps to pay ranges, develop administrative procedures to implement range changes and clarify roles and responsibilities; and

WHEREAS, Section 59.255(g), Wisconsin Statutes, states that “Whenever requested to do so by the county executive or board, the comptroller shall provide an independent fiscal analysis of any matter affecting the county, and shall provide the county executive and board with a fiscal note for all proposed legislation;” and

WHEREAS, it would be prudent to have the Comptroller provide a comprehensive independent fiscal analysis on the proposed changes to the employee compensation plan prior to review and approval by policymakers; and

WHEREAS, the Committee on Finance, Personnel, and Audit, at its meeting of January 28, 2016, recommended adoption of this By the Committee resolution (vote 8-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board) hereby requests the Comptroller to provide to the County Board a comprehensive independent fiscal analysis of the employee compensation plan changes recommended by the Department of Human Resources and the Compensation Workgroup.