

# Theodore LIPSCOMB

Milwaukee County Board Chairman  
County Supervisor, 1st District

Date: July 5, 2016  
To: Personnel Committee Chairman James "Luigi" Schmitt  
Milwaukee County Board of Supervisors  
From: Board Chairman Theodore Lipscomb, Sr.   
Re: 2016 Adopted Budget Amendment 1A007  
CC: Comptroller Scott Manske  
Human Resources Director Kerry Mitchell

At the inaugural meeting of the newly formed Personnel Committee, Supervisors and the public had the opportunity to consider the Administration's request to move Milwaukee County from the current pay grade structure to a model with broad pay ranges. The February 2016 fiscal analysis requested by the County Board from the Comptroller estimated the total potential salary liability created under the proposed pay structure at \$17 million. Clearly, this proposed compensation restructuring presents significant financial challenges.

Moreover, the timeline for significant compensation changes in Milwaukee County is uncertain because of the County Executive's continued delay of resolution to the related litigation. The County Executive continues to defend his position that he has unilateral authority to increase the compensation of political appointees to levels that exceed the salary caps established by the legislative branch, and recently even added counterclaims to the lawsuit where he appears to challenge the independent Comptroller's administration of payroll. Privately, the Administration also has suggested that the County Executive is prepared to take these issues to the Supreme Court and noted it could take two years to reach a final decision.

Last cycle, the County Board rejected the personnel recommendations forwarded by Human Resources in File 16-348. While County departments have pending personnel requests, Human Resources did not submit a report this cycle to the Board. While I voted against rejection of File 16-348, I am deeply concerned that Human Resources explicitly directed inquiries about the status of this month's personnel report to the County Executive's Chief of Staff. This injection of politics runs counter to the Administration's repeated claims that the personnel actions recommended in the monthly report are objective and made by Human Resources professionals.

We must forge a workable path forward. I suggest that we work within the current system to address known issues. It is my opinion that 2016 Adopted Budget Amendment 1A007 creates a pathway to an interim solution to address immediate equity issues within the established Milwaukee County pay structure. Therefore, I introduce to the 2016-2018 Board and this new Committee, File 16-428, which includes the January 8, 2016, informational report from Comptroller Manske and Director Mitchell about this budget amendment. With some effort, a solution is not too far away, but we need good faith effort by all parties involved.

