


**COUNTY OF MILWAUKEE**  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

**DATE** : June 21, 2019

**To** : Theodore Lipscomb, Sr., Chairman, Board of Supervisors 

**FROM** : Dean Legler, Director of Compensation/HRIS, Department of Human Resources

**SUBJECT** : **Office of the Sheriff Reallocation Report for the July 2019 Personnel Committee Meeting** (Informational Only Unless Otherwise Directed by the Committee)

Attached is a reallocation request from the Office of the Sheriff that the Chief Human Resources Officer intends to approve for implementation. This report is provided in accordance with the provisions of Chapter 17.055 (4) and may be included on the agenda of the July 11, 2019 Personnel Committee Meeting for informational purposes.

In the event the Personnel Committee takes no action, the transactions noted on the report will be implemented.

Copy: HR Partners

**Personnel Committee Meeting  
Compensation Report  
July 2019**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.  
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.  
(Reclassifications, Advancements Within The Pay Range and Reallocations)  
\*Change in Duties has to reflect a weight of 25% or more.

REQUESTOR	ORDINANCE	CURRENT	RECOMMENDED	NO. POSITIONS	CURRENT		RECOMMENDED		Civil Service Classification	Comments	Effective Date	%		
	TYPE	TITLE	TITLE		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE						
Sheriff	Reallocation	Sheriffs Dept Captain	Sheriffs Dept Captain	4	915E	01	\$ 65,135.78	916E	01	\$ 73,336.71	Classified	2019 job market analysis of this job title reveal that this position is currently being compensated less than job market value. Reallocation is the appropriate action to rectify this issue. Reallocation of this position will have a positive impact on employee retention and recruitment.	7/15/19	10.43%
						02	\$ 68,392.11		02	\$ 77,003.86				
						03	\$ 71,649.72		03	\$ 80,670.36				
						04	\$ 74,906.05		04	\$ 84,337.29				
						05	\$ 78,163.02		05	\$ 88,004.44				
						06	\$ 80,606.50		06	\$ 90,754.58				
						07	\$ 83,048.48		07	\$ 93,504.51				
						08	\$ 84,676.53		08	\$ 95,338.30				
Sheriff	Reallocation	Sheriffs Dept Captain	Sheriffs Dept Captain	6	915E	01	\$ 65,135.78	916E	01	\$ 73,336.71	Classified	2019 job market analysis of this job title reveal that this position is currently being compensated less than job market value. Reallocation is the appropriate action to rectify this issue. Reallocation of this position will have a positive impact on employee retention and recruitment.	7/15/19	7.18%
						02	\$ 68,392.11		02	\$ 77,003.86				
						03	\$ 71,649.72		03	\$ 80,670.36				
						04	\$ 74,906.05		04	\$ 84,337.29				
						05	\$ 78,163.02		05	\$ 88,004.44				
						06	\$ 80,606.50		06	\$ 90,754.58				
						07	\$ 83,048.48		07	\$ 93,504.51				
						08	\$ 84,676.53		08	\$ 95,338.30				

# Reallocation Transaction Fiscal Effect Form

Item #	Department	Old Title	New Title	Salary Old	Salary New	Salary Variance	2019 Variance	Effective Date	Funding Source
1.1	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
1.2	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
1.3	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
1.4	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
2.1	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
2.2	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 90,755	\$ 6,078	\$ 2,831	7/15/2019	2019 Adopted Budget Funding
2.3	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 93,505	\$ 8,828	\$ 4,112	7/15/2019	2019 Adopted Budget Funding
2.4	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 93,505	\$ 8,828	\$ 4,112	7/15/2019	2019 Adopted Budget Funding
2.5	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 93,505	\$ 8,828	\$ 4,112	7/15/2019	2019 Adopted Budget Funding
2.6	4000 - Sheriff	Sheriffs Dept Captain	Sheriffs Dept Captain	\$ 84,677	\$ 93,505	\$ 8,828	\$ 4,112	7/15/2019	2019 Adopted Budget Funding

The department has certified that sufficient funds are available for the advancement in the stated funding source

*Joe Laners*

Director of Performance, Strategy, and Budget

6/17/19

Date