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From the Chief Human Resources Officer, Department of Human Resources, requesting approval to implement a new, stepless compensation range structure and migrate non-represented employees for positions in the Business Support, Finance/Accounting, and Medical Examiner job families to the new ranges effective retroactively to Pay Period 15, which began on July 9, 2023, and authorizing the Office of Strategy, Budget and Performance and the Office of the Comptroller to process an appropriation fund transfer up to \$427,337 from Org. Unit 1972 to affected departments to effectuate the new compensation plan, by recommending adoption of the following:

A REVISED AND AMENDED RESOLUTION

WHEREAS, in December 2022, the Department of Human Resources (DHR) provided an informational report (File No. 22-1081) that migrating away from steps to ranges will provide more flexibility in compensation administration for Milwaukee County (the County); and

WHEREAS, DHR stated they would develop and propose an entirely new non-represented compensation range structure to be submitted for approval by the Milwaukee County Board of Supervisors; and

WHEREAS, DHR worked with Compensation Consultants from the Newport Group, and the initial updated structure is completed for transition from the County’s current pay grade structure for non-represented employees, to a new structure consisting of 51 minimum, midpoint, and maximum initial levels/ranges; and

WHEREAS, DHR is seeking approval to migrate existing and new positions to the new compensation structure; and

WHEREAS, the completed and updated structure, along with pay adjustments/advancements in the range for some employees in the Business Support and Finance/Accounting job families, based on years of service, along with staff from the Office of the Medical Examiner, is attached to this report as Attachment 1; and

WHEREAS, Wis. Stat. § 59.60(8) requires the Committee on Finance (Finance) to provide a recommendation to the County Board before transferring any unencumbered appropriation balance or portion thereof from one department or account to another and, except in limited cases, the transfer may not occur before the final three months of the year; and

WHEREAS, after the adoption of File No. 23-811, DHR will process and implement the compression/seniority advancements, with a retroactive pay date to July 9, 2023, (Pay Period 15), to the new pay range structure; and

46 WHEREAS, the Committee on Personnel, at its meeting of September 5, 2023,
47 recommended adoption of File No. 23-811 (vote 4-0); and

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49 WHEREAS, Finance, at its special meeting of September 21, 2023,
50 recommended adoption of File No. 23-811 as amended (vote 7-0); now, therefore,

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52 BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves
53 the new, stepless compensation range structure, and the migration of all
54 non-represented employees in the Business Support, Finance/Accounting job families,
55 along with staff in the Office of the Medical Examiner (Attachment 1) to the new
56 positions with new salary ranges; and

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58 BE IT FURTHER RESOLVED, the Office of Strategy, Budget, and Performance
59 and the Office of the Comptroller are authorized and directed to provide an
60 appropriation transfer up to \$427,337 **on or after October 1, 2023**, from Org. Unit 1972
61 into the appropriate departmental salary accounts to support the proposed salary
62 ranges and changes in Attachment 1, and related compression/seniority advancements.

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67 s:\committees\2023\september\finance sept 21 special\resolution\23-811 stepless compensation range structure
68 revised & amended.docx