

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  
40  
41  
42  
43  
44  
45

(ITEM #\_\_\_\_) 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 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 RESOLUTION**

WHEREAS, December 2022, DHR provided an informational report ([File No. 22-1081](#)) migrating away from steps to ranges will provide for more flexibility in compensation administration for Milwaukee County; and

WHEREAS, DHR stated they would develop and propose an entirely new non-represented compensation range structure for County Board approval; and

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

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

WHEREAS, the completed 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 Medical Examiner's office, is attached to this report as **Attachment 1**; and

WHEREAS, after the approval of File 23-811, DHR will process and implement the compression/seniority advancements with a retroactive pay date to July 9, 2023 (PP 15) through the new pay range structure; now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby approves the new, stepless compensation range structure and the migration of all non-represented employees in the Business Support, Finance and Accounting and staff in the Medical Examiner's Office (**Attachment 1**) to the new jobs in new salary ranges; and

BE IT FURTHER RESOLVED, the Office of Strategy, Budget and Performance and the Office of the Comptroller are authorized and directed to provide an appropriation transfer up to \$427,337 from Org Unit 1972 into the appropriate

46 departmental salary accounts to support the proposed salary ranges and changes in  
47 Attachment 1 and related compression/seniority advancements.  
48