



OFFICE OF THE COUNTY EXECUTIVE

Chris Abele

MILWAUKEE COUNTY EXECUTIVE

DATE: February 5, 2014

TO: The Honorable Milwaukee Board of Supervisors

FROM: Chris Abele, Milwaukee County Executive

RE: Statement on County Board File No. 13-946 related to the Job Analysis and Evaluation Project

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The following is a statement related to County Board File No. 13-946 pursuant to the authority granted to me by Article IV, Section 23(a) of the Wisconsin Constitution and Section 59.17(6) of the Wisconsin Statutes. This file, adopted on December 19, 2013, attempts to interrupt the implementation of results of the Job Analysis and Evaluation Project.

As a part of the goal to professionalize our human resources practices and to promote employee success through supportive management practices, Human Resources is undertaking a thorough review of every County job, updating job titles, job descriptions, job codes, pay ranges, correcting pay equity issues, correcting FLSA status, and updating EEO codes to ensure compliance with federal and state requirements. This review is taking a broken, outdated compensation system and, through professional analyses, moving Milwaukee County's compensation system to one that is intelligible, compliant and coherent. This project will lead to reduced compensation-related legal liability, a smoother hiring process and a reduction in the number of ad hoc requests for reclassifications and reallocations.

After reviewing advice from Corporation Counsel, it is my understanding that Board approval is required for changes to the salary range structure for Classified positions (positions under the Civil Service), including reallocations of Classified positions.

Other types of compensation-related changes will continue to be implemented and reported out as requested. In addition, at the end of the project, Human Resources will provide the Committee a comprehensive report of the overall recommendations and results from the project.

I hope that Supervisors agree that determination of employee compensation should be left to professionals, grounded in data and best practices, and insulated from politics – the ultimate goal of the civil service system. It is my goal to continue to respect this distinction, and also be transparent with the Board about personnel changes, as you have requested. I will also do my part by complying with parts of this resolution that have been deemed legal by Corporation Counsel.