



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: December 18, 2023

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources

Subject: From the Chief Human Resources Officer, Department of Human Resources, requesting approval to adjust the minimum starting salary of Pay Range 51 to \$64,396.80 from \$288,120.69

File Type: Action Report

REQUEST

This report seeks Milwaukee County Board approval of the Department of Human Resources' (DHR) plan to change the minimum starting salary of Pay Range 51 to \$64,396.80 from \$288,120.69. Starting in 2024, the compensation team will begin reviewing all positions currently in ECP pay ranges (901E, 902E, 903E, 904E, 905E, 914E, 915E, 916A, 916E, 917A, 917E, 918E, & 919E). In order to complete the review, DHR will place all ECP positions into the same pay range until each position is analyzed and placed into an appropriate grade. Currently, Pay Range 51 has a minimum starting salary of \$288,120.69, which is too high for most ECP positions. DHR is requesting approval to change the minimum starting salary of Pay Range 51 to \$64,396.80.

POLICY

Milwaukee County Code of General Ordinances:	17.055
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BACKGROUND

DHR is responsible for managing Milwaukee County's compensation practices. Over many years, numerous grades have been created resulting in almost 300 pay grades across Milwaukee County. This grade structure caused deficiencies, including grade overlap and major inconsistencies within the steps of individual grades. In January 2023, Milwaukee County suspended use of the rigid, restrictive, and unequal steps found in the pay grades. In September 2023, the County Board approved the implementation of a new initial stepless compensation range structure for non-represented employees, which will allow the County to have a more modern and market comparable structure.

With the implementation of the new initial stepless structure, DHR shared modifications of the compensation structure would be necessary. As we migrate all jobs to the new structure for use by all departments across Milwaukee County, DHR was aware a modification to the ECP pay ranges would need to occur. With the consolidation of all non-represented positions, we must temporarily, at a minimum, consolidate all ECP pay ranges as well. The most effective way to consolidate is to merge all the ECP pay ranges into one (1) pay range until each ECP positions is evaluated. Currently, there are no current positions placed in Pay Range 51 hence the reason why this range was selected. For DHR to place all ECP positions within one (1) pay range, we need to move the minimum pay from \$288,120.69 to \$64,396.80 to accommodate all current ECP positions. With this consolidation, a total of 158 ECP positions will be moved into Pay Range 51. Pay Range 51 will only be used after the review and approval of DHR ensuring any future ECP positions meet FLSA requirements. Department leadership should continue to seek compensation recommendation from DHR to ensure alignment with internal equity and external market comparables. As DHR reviews the job families for these positions, we will determine the appropriate range placement and move accordingly.

Changing the minimum pay of Pay Range 51 has no fiscal impact for departments as DHR is only moving current ECP positions into this range.

RECOMMENDATION

The Department of Human Resources recommends approval to change the minimum starting salary of Pay Range 51 to \$64,396.80 from \$288,120.69. The midpoint (\$248,288.92) and maximum (\$432,181.03) of the range would not change.

Related File No's:	22-842, 22-1081, 23-811
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ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity
- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

There would be no fiscal cost.

TERMS

Pay Range 51 would start effective pay period Pay Period 2 (January 7, 2024).

VIRTUAL MEETING INVITES

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PREPARED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

APPROVED BY:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

ATTACHMENTS:

Resolution
Fiscal Note

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk
Mary Jo Meyers, Chief of Staff, Milwaukee County Executive’s Office
Joe Lamers, Director - Strategy, Performance & Budget
Supervisor Willie Johnson Jr., Chair, Personnel Committee
Personnel Committee Members
Steve Cady, Research & Policy Director, Office of the Comptroller