


COUNTY OF MILWAUKEE
INTER-OFFICE MEMORANDUM

DATE: August 24, 2017
TO: Chairman Theodore Lipscomb, Sr.
FROM: John Barrett, Clerk of Circuit Court 
SUBJECT: Pay Adjustments

This is an informational item regarding my having authorized equity (and two performance) raises for some of my staff, as a constitutional officer and by the authority given to me by Wis. Stats. §753.30(3)(d). This file is similar to the one that was submitted and withdrawn last cycle.

I attempted to work with Human Resources regarding this item, as has generally been the process. My staff drafted this plan using the guidelines in the draft AMOP 2.12 entitled “Other Salary Adjustments.” In May, I met with Kerry Mitchell, who told me that as long as the financial component was approved by Steve Kreklow, Human Resources would move forward with our request. As per the attached email from Steve Kreklow, he did approve the funding plan. However, Human Resources subsequently advised they believed the plan needed further review. Due to the timing of items for the June cycle, I submitted this plan at that time. It was subsequently withdrawn with the belief that our office could work with Human Resources, such that Human Resources would submit the plan as part of the traditional process. We also submitted a similar item for the July cycle regarding my intent to authorize these pay adjustments.

Unfortunately, Human Resources was unwilling to work with me or my staff on this plan. I could no longer wait. I need to retain staff and am having a very hard time doing so if I cannot pay competitive wages, particularly in the critical and highly specialized area of Deputy Court Clerk.

On July 31, 2017, the appropriate documentation was completed and submitted to the Department of Human Resources with the details of the plan I authorized and asking them to enter the information into the Human Resources database, such that it would be transmitted to the Payroll Department. An e-mail was also sent directly to Kerry Mitchell with this information. All employees impacted were notified by mail. On August 24, 2017, employees received their pay check for the pay period beginning July 31, 2017, and there has been no change in the compensation.

As this is an informational item only, it is my understanding that I don’t need a fiscal note and, therefore, I am simply submitting the confirmation from Steve Kreklow regarding his approval of our funding plan for this item.