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5 **A RESOLUTION**  
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7 to reallocate the Pay Grade of Five Positions, including Director and Budget and  
8 Management Director, Department of Administrative Services (DAS), Director,  
9 Department of Transportation, Director, Department of Health and Human Services, and  
10 Chief Human Resources Officer, from 903E to 904E to reflect their critical roles and  
11 responsibilities and to promote compensation equity amongst other departmental  
12 leaders  
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15 WHEREAS, the Milwaukee County Board of Supervisors (County Board)  
16 approved File No. 17-569 on July 27, 2017, that, among other things, changed five  
17 departmental/division leadership positions to a revised Pay Grade 903E with a  
18 maximum pay of then \$126,111, which resulted in significant pay cuts for the  
19 incumbents of the four filled positions; and  
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21 WHEREAS, at that time, the then County Executive and County Board disagreed  
22 over the Board's authority to set pay grades and assign individual positions to a  
23 designated pay grade; and  
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25 WHEREAS, the current County Executive indicated he accepts the decision  
26 issued in April 2017 by the Milwaukee County Circuit Court in case 16-CV-2888, and  
27 upheld in an appeal decision issued in August 2018, that the Board has statutory  
28 authority to provide for, fix, or change the compensation of all unclassified employees;  
29 and  
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31 WHEREAS, the positions reallocated in 2017 from Pay Grade 904E to 903E  
32 include:  
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- 34 • DAS Director
- 35 • DOT Director
- 36 • DHHS Director
- 37 • Chief Human Resources Officer
- 38 • DAS Budget and Management Director

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40 ; and

WHEREAS, since that time, the reallocation has resulted in pay inequities amongst departmental leadership positions and, in some instances, with positions within the same department; and

WHEREAS, Pay Grade 903E has a minimum pay of \$107,948 and a maximum pay of \$131,875, while 904E pay ranges from \$132,805 to \$188,226; and

WHEREAS, the 2022 Recommended Budget includes funds in the appropriate departmental budgets to cover these proposed reallocations with the understanding the request would be presented separately to the County Board for review and approval; and

WHEREAS, reallocating these five positions back to their previous Pay Grade of 904E would allow the County Executive to align their salaries to address gender and racial equity amongst other departmental leadership positions that were not reallocated to Pay Grade 903E in 2017; and

WHEREAS, the Committee on Personnel (Personnel), at its meeting of October 19, 2021, recommended adoption of File No. 21-930 (vote 5-0); and

WHEREAS, the Milwaukee County Board of Supervisors, at its meeting of November 4, 2021, referred File No. 21-930 to Personnel (vote 12-2); and

WHEREAS, Personnel, at its meeting of December 6, 2021, recommended adoption of File No. 21-930 (vote 5-0); now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby reallocates the Pay Grade of the following five positions from 903E to 904E:

<u>Title</u>	<u>Title Code</u>
Director, Department of Administrative Services (DAS)	11002014
Director, Budget and Management, DAS	11002012
Director, Department of Transportation	11002015
Director, Department of Health and Human Services	11002016
Chief Human Resources Officer, Dept. of Human Resources	11002010

; and

BE IT FURTHER RESOLVED, the reallocations of the five positions shall be effective pay period 24, beginning November 14, 2021.

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12/06/2021

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