## OFFICE OF THE COUNTY EXECUTIVE

Chris Abele

**MILWAUKEE COUNTY EXECUTIVE**

DATE: October 3, 2016

TO: The Honorable Milwaukee Board of Supervisors

FROM: Chris Abele, Milwaukee County Executive

RE: County Board File No. 16-555 authorizing compensation for positions that are below market minimums

I am leaving this file unsigned because I want to make sure employees see the raises they have been patiently waiting for but want to express concerns over the approach, which goes against recommendations of professionals in HR and Comptroller’s Office.

It is first worth noting that employees across our organization are providing an invaluable service to the residents of Milwaukee County. To acknowledge and address their contributions, the County Executive asked for a comprehensive analysis of employee salaries to make sure we are paying them appropriately. Human Resources completedpartnered with a workgroup made up of the independently-elected Comptroller, Corporation Counsel and compensation experts to develop recommendations - based on best practices - to modernize the County's compensation system, which in turn would increase the salaries for hundreds of front-line employees who are currently paid below market rates. Since the original recommendations were made to the County Board, almost two years ago, we've been working with Supervisors to answer their questions and make them feel comfortable that our approach was based on national best practices. The approach the Board took in this file is more costly and does not address the underlying problem of a broken compensation system, against the recommendations of HR experts and the Comptroller.