

**COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION**

Date: MARCH 29TH, 2017

To: Sup. Theodore Lipscomb Sr., Chairman of the County Board of Supervisors
Sup. James Schmitt, Chairman - Personnel Committee

FROM: Matthew Hanchek, Director of Total Rewards, Department of Human Resources

SUBJECT: Advancement in pay ranges for investigators in the District Attorney's office

Supervisors Lipscomb and Schmitt,
I am sending this to provide transparency on a pay decision for a group of unclassified employees that is in excess of guidelines that we previously communicated. Please share with your colleagues as you deem appropriate.

I am not requesting referral to committee as an informational item. However, if that is something the Board is interested in, I would be happy to put a formal informational report together and discuss publicly. Alternatively, both the DA's office and I would welcome the opportunity to discuss this decision with any supervisors who may have concerns.

Background

Approximately 4 years ago the Director of Compensation executed a market pricing study for the unclassified investigators in the District Attorney's office, and assigned the positions to grade P012. In migrating these positions, she assigned all of these employees to the same rate of pay (\$65,692) as an interim step, and acknowledged that the individual rates of pay would need to be adjusted for equity. That secondary step never occurred.

While compression/equity issues are not unique to the DA's office, the issue is more urgent due to having all of the investigators at the same rate of pay. In addition to the inequity concerns, this effectively prevents the DA from being able to extend competitive offers to candidates. At the request of the District Attorney, I've recently concluded a study of the unclassified investigator positions in the DA's office.

Findings

The range (P012, midpoint \$73,447.09), is appropriate and competitive in the market. The problem is entirely the of individual employee's placement within the range. As such, I've recommended changes to current pay for each investigator, based upon each employee's experience (see chart on page 2).

I've previously communicated limiting individual pay raises in any given year to 5% as a "best practice" approach to compensation management. While I stand by that, the approach is predicated on wages being at a market appropriate starting point. I need to

recognize we have some long-standing comp problems that may need to be corrected more aggressively. Based on how far under market relative to experience that the investigators are, and the amount of time that has passed since the wages were compressed, I believe it is appropriate to make an exception to the 5% limit, and make the full adjustment at one time, as opposed to spreading this over multiple years. The District Attorney and DAS-PSB concurred with my findings and this recommendation.

Based on the District Attorney's office's long track record of returning an annual surplus, and a review of current funds, both the DA's office and DAS-PSB have confirmed that the agency is able to absorb the full cost within their existing budget.

As these are all unclassified positions, and DAS-PSB has certified available funds, I will be making the pay adjustments effective pay period 8 (3/27/17). As always, I am willing to discuss any concerns, or address any questions.

Title	Years with DA	Experience at Same Job Level?	Current Pay	Target Pay	Variance	% Change
Investigator	1	1- 5 years	\$65,692.22	\$66,836.85	\$1,144.63	1.74%
Investigator	3	10 - 15 years	\$66,349.09	\$74,181.56	\$7,832.47	11.80%
Investigator	3	10 - 15 years	\$66,349.09	\$74,181.56	\$7,832.47	11.80%
Investigator	1	10 - 15 years	\$66,349.09	\$74,181.56	\$7,832.47	11.80%
Investigator	8	10 - 15 years	\$66,349.09	\$74,181.56	\$7,832.47	11.80%
Investigator	5	10-15 years	\$66,349.09	\$74,181.56	\$7,832.47	11.80%
Investigator	1	15-20 years	\$66,349.09	\$76,384.97	\$10,035.88	15.13%
Investigator	2	15-20 years	\$66,349.09	\$76,384.97	\$10,035.88	15.13%
Investigator	1	20+	\$66,349.09	\$76,384.97	\$10,035.88	15.13%
Investigator	1	20+	\$66,349.09	\$76,384.97	\$10,035.88	15.13%
Investigator	10	20+	\$66,349.09	\$79,322.86	\$12,973.77	19.55%
Investigator	3	20+	\$66,349.09	\$79,322.86	\$12,973.77	19.55%
Investigator	3	20+	\$66,349.09	\$79,322.86	\$12,973.77	19.55%
Investigator	15	20+	\$66,349.09	\$79,322.86	\$12,973.77	19.55%
Investigator	6	20 +	\$66,349.09	\$79,322.86	\$12,973.77	19.55%
				Subtotal:	\$145,319.36	
Chief Investigator			\$86,210.00	\$94,550.98	\$8,340.98	9.68%
Deputy Chief	16		\$79,004.85	\$88,601.97	\$9,597.12	12.15%
				Subtotal:	\$17,938.10	
				Total:	\$163,257.46	