

COUNTY OF MILWAUKEE  
INTEROFFICE COMMUNICATION

DATE : 06/21/2019

TO : Theodore Lipscomb, Sr., County Board Chair

FROM : Joe Lamers, Director, DAS Performance, Strategy, and Budget (DAS-PSB)

SUBJECT : Request to Abolish 1.0 FTE Human Resource Business Partner and Create 1.0 FTE Human Resources Manager in the Department of Human Resources, Division of Employee Relations

**Request:** The Department of Human Resources, Division of Employee Relations requests to abolish 1.0 FTE Human Resource Business Partner (pay grade 32M) and Create 1.0 Human Resources Manager (pay grade 35M).

**Background:** The Department of Human Resources, Division of Employee Relations has identified the need for the elimination of a Human Resource Business Partner position and the creation of a Human Resource Manager. The Human Resources Manager is to provide oversight and ensure accountability of the business partners. This manager position has authority to resolve personnel matters, including employee complaints and discipline processes.

The 2019 adopted budget included 9.0 FTE Human Resources Business Partners. This action would abolish 1.0 FTE Human Resources Business Partner to create 1.0 Human Resources Manager position.

Position requested:	Title code	Pay Range	Annual Salary Range
<b>Human Resources Manager</b>	TBD	35M	\$67,683-\$80,5953.
Position abolished:	Title code	Pay Range	Annual Salary Range
<b>Human Resources Business Partner</b>	00076637	32M	\$76,889-\$91,650.

The Department of Human Resources, Division of Employee Relations, have requested that the Human currently vacant Human Resources Business Partner position be abolished. The requested created Human Resources Manager is eligible to be funded from the savings from abolishing the Human Resource Business Partner. The remainder would be funded by a portion of the 2019 DOSAA for the Department of Human Resources. This requested action results in no tax levy impact, due to the use of DOSAA funding which was already included in the 2019 budget.

**Recommendation:** The Department of Administrative Services – Performance, Strategy, and Budget recommends that 1.0 FTE vacant Human Resources Business Partner be abolished, and 1.0 FTE Human Resources Manager be created in the Department of Human Resources, Division of Employee Relations. These combined options will result in no tax levy impact, due to the use of DOSAA funding which was already included in the 2019 budget.



Joe Lamers, Director, DAS-PSB