

COUNTY OF MILWAUKEE
Inter-Office Communication

Date: June 22, 2023

To: Chairwoman, Marcelia Nicholson
Supervisor Felesia A. Martin, Chair, Committee on Audit

From: Jennifer L. Folliard, Director of Audits

Subject: Status Report – Workforce Diversity Audit (File No. 20-205)

At its meeting for the April 2020 cycle, the Committee on Economic and Community Development reviewed our audit report, “Pulling Back the Curtain: A Look at Milwaukee County’s Workforce through Racial and Gender Equity Lenses from 2009 to 2019,” and the resolution indicating County Board concurrence with the report recommendations was adopted.

Attached is a copy of the “ASD Highlights” page for general information about our audit. The full audit report can be accessed on the Comptroller’s website via the following link:

[Milw.CountyTurnoverReportORIGINAL.pdf \(milwaukee.gov\)](#)

We are facilitating the submission of the Department of Human Resources’ current status report regarding its progress toward implementation of the eight audit recommendations made in our audit report. Based on its comments in the attached updated status report, Human Resources has implemented four recommendations. We suggest that additional focus on the Diversity, Equity and Inclusion is needed to complete a number of the open recommendations.

In response to a question at the January 2023 Committee on Audit meeting, our audit team further reviewed data used in the report to determine whether there were salary variances within job codes. We pulled the data analyzed in the audit report to review pay rates by race/ethnicity, by gender and race/ethnicity, and gender within common title codes. To make a comparison, we selected job titles within a department that had a minimum of ten employees. That selection resulted in a total of 51 title codes for review for race/ethnicity variances. Due to the ability to identify employees within the data, we are not including the specific results of our data review by title code.

While we looked at the salaries earned within the pay range, when we found variances, we also compared the length of service at Milwaukee County and age of employees to see if variances could reasonably be explained by tenure and experience. We did not find significant variances with the data we reviewed. Minor variances could be reasonably explained by tenure and experience.

To conduct a review by gender and by race/ethnicity and gender, we reviewed any title code that had a split of genders that fell within 40 – 60% of employees within that title code. That qualification resulted in five title codes remaining. Like our findings for race/ethnicity, we did not find significant variances once length of service and age were considered.

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This status report is informational. Due to the remaining efforts required to fully implement our recommendations, we will facilitate submission of Human Resources' next status report for the January 2024 committee meeting cycle.



Jennifer L. Folliard

JLF/PAG/cah

Attachments

cc: Scott B. Manske, CPA, Milwaukee County Comptroller
Audit Committee Members
David Crowley, Milwaukee County Executive
Margo Franklin, Chief Human Resources Officer
Aaron Hertzberg, Director, Department of Administrative Services
Kelly Bablitch, Chief of Staff, County Board Staff
Steve Cady, Research & Policy Director, Office of the Comptroller
Ciara Miller, Research Analyst, Office of the Comptroller
Janelle Jensen, Legislative Services Division Manager, Office of the County Clerk
Allyson Smith, Committee Coordinator, Office of the County Clerk