

**COUNTY OF MILWAUKEE**  
Inter-Office Communication

Date: June 21, 2024

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors  
Supervisor Jack Eckblad, Chair, Committee on Audit

From: Jennifer Folliard, Director of Audits, Audit Services Division

Subject: From the Director of Audits, an informational report on the status of  
recommendations from the Workforce Diversity Audit

File Type: Informational Report

---

**REQUEST**

This report is for informational purposes. There is no request at this time.

**POLICY**

The Audit Service Division (ASD) conducts performance audits which provide elected officials and County management with an objective, third-party analysis of their operations to help them improve performance, reduce costs, and make informed data-driven decisions. ASD's performance audit duties are defined in s. 59.255(2)(i), Wis. Stats. and Section 34.09 of the Milwaukee County Code of General Ordinances.

Wisconsin State Statutes:	59.255(2)(i)
Milwaukee County Code of General Ordinances:	34.09

**BACKGROUND**

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 Executive Summary page that provides general information about our audit. The full audit report is available on the Comptroller's website via the following link:

[Milw.CountyTurnoverReportORIGINAL.pdf \(milwaukee.gov\)](https://www.milwaukee.gov/turnover-report)

We are facilitating the submission of the attached status report, which contains comments from the Department of Human Resources describing its progress toward implementation of the recommendations from our audit report. Based on the comments provided by the

Department of Human Resources, one of the eight recommendations remains open. Provided that recommendation #3 is fully implemented within the next six months, no future status report submissions will be submitted. This status report is informational.

Related File No's:	20-747, 21-61, 21-580, 22-113, 22-84, 23-112, 23-688, 23-1055
Associated File No's (Including Transfer Packets):	None
Previous Action Date(s):	File No. 20-205 was adopted April 9, 2020, and signed by the County Executive on April 15, 2020.

### **ALIGNMENT TO STRATEGIC PLAN**

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government.
- 1B: Create and nurture an inclusive culture across the County.

The report provides an analysis of what the County workforce looked like for the years 2009 to 2019 for full-time, non-elected County employees. The goal was to provide data to policymakers and hiring managers as they work towards the strategic goals of the County related to racial equity.

### **FISCAL EFFECT**

None

### **VIRTUAL MEETING INVITES**

Jennifer Folliard, Director of Audits  
Molly Pahl, Deputy Director of Audits  
Margo Franklin, Director, Department of Human Resources  
Genaro Baez, Director, HR-Operations and Talent Acquisitions

### **PREPARED BY:**

Molly Pahl, Deputy Director of Audits

### **APPROVED BY:**

Jennifer Folliard, Director of Audits

### **ATTACHMENTS:**

Executive Summary  
Status Report

cc: Liz Sumner, Milwaukee County Comptroller  
Audit Committee Members  
David Crowley, Milwaukee County Executive  
Margo Franklin, Director, Department of Human Resources  
Aaron Hertzberg, Director, Department of Administrative Services  
Genaro Baez, Director, HR-Operations and Talent Acquisitions

Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors

Steve Cady, Research & Policy Director, Office of the Comptroller

Janelle Jensen, Legislative Services Division Manager, Office of the Milwaukee County Clerk

Ethan Masarik, Committee Coordinator, Office of the Milwaukee County Clerk