



*Milwaukee County*  
**Department of Human Resources**  
INTER-OFFICE COMMUNICATION

File No. 25-601

Date: August 21, 2025

To: Marcelia Nicholson, Chairwoman, Milwaukee County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources

Subject: From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to execute an amendment to a professional services contract with Newport Group Inc. to increase the amount from \$299,100 to \$309,100 in order to complete the Compensation Transformation Project for additional compensation consulting services. The contract will still end in 2025.

File Type: Amended Action Report

**REQUEST**

The Department of Human Resources (DHR) is requesting authorization to execute an amendment to a purchase of service contract with Newport Group, Inc. to increase funding from \$299,100 to \$309,100 for compensation consulting services for the County-wide Compensation Transformation Project and extend the contract through 2025.

**POLICY**

Per Wisconsin Statutes, the Chief Human Resources Officer, Department of Human Resources is requesting authorization to execute these amendments to the purchase of service contract.

Wisconsin State Statutes:	<a href="#">59.52(31)</a>
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**BACKGROUND**

Related File No's:	File <a href="#">24-239</a> , <a href="#">23-1060</a> , <a href="#">22-842</a> , <a href="#">23-889</a> , <a href="#">20-22</a> , <a href="#">23-450</a> , <a href="#">22-1081</a> , <a href="#">22-40</a> , <a href="#">23-811</a> , <a href="#">23-68</a> , <a href="#">24-453</a> , <a href="#">24-1054</a>
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The Department of Human Resources (DHR) Division of Compensation has been working on the Compensation Transformation Project exclusively with the Newport Group since 2019. The project aims to develop and implement a simplified compensation philosophy and structure for most positions within Milwaukee County. The comprehensive compensation project aligns with the County's vision related to health and racial equity and supports the County's efforts to have market competitive salaries for County positions. DHR and The Newport Group completed Phase One of this work. Currently, Phase Two, consolidating the County's compensation structure to ensure positions are placed in ranges with a minimum, midpoint and maximum pay, is underway and ongoing.

The Newport Group has extensive experience in compensation consulting and knowledge of pay in government entities, which allows to efficiently perform this work. They bring distinct advantages to handling Milwaukee County's professional service needs:

- They bring decades of consulting experience and has worked with the County since 2019;
- They are committed to understanding the County's organizational needs, challenges and priorities;
- They possess the qualifications, relevant experience and the dedicated compensation consulting team to deliver services that meet expectations, and;
- They are focused on providing top quality services and analysis that remain affordable and stay within budget.

DHR and The Newport Group have established a trusting working relationship to

continue to move the County's compensation transformation work forward. The Newport Group has partnered with DHR to gather compensation data and information on County jobs and is in the process of job analysis and external benchmarking. Currently, we are in the middle of this work and will need to continue the partnership with The Newport Group to bring this project phase to the finish line.

### **RECOMMENDATION**

It is recommended that the Milwaukee County Board of Supervisors authorize the Chief Human Resources Officer, Department of Human Resources, to execute an amendment to the purchase of service contract to increase the contract by \$10,000 with The Newport Group Inc. for the time period and services identified above.

### **ALIGNMENT TO STRATEGIC PLAN**

This request aligns with Milwaukee County's goals 1A (Reflecting the full diversity of the County at every level of County government) & 1B (Create and nurture an inclusive culture across the County Government). Without a fair equitable pay structure, Milwaukee County will have challenges recruiting and retaining talent.

### **FISCAL EFFECT**

This request has no tax levy impact as the funds were allocated to DHR in the adopted 2025 budget.

### **TERMS**

The term of the Newport Group Inc. contract amendment is January 1, 2025, through December 31, 2025.

### **VIRTUAL MEETING INVITES**

[Margo.Franklin@milwaukeecountywi.gov](mailto:Margo.Franklin@milwaukeecountywi.gov)

[Tony.Maze@milwaukeecountywi.gov](mailto:Tony.Maze@milwaukeecountywi.gov)

### **PREPARED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

### **APPROVED BY:**

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

### **ATTACHMENTS:**

Fiscal Note

Contract Amendment

cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
 Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk  
 Mary Jo Meyers, Chief of Staff, Milwaukee County Executive's Office  
 Joe Lamers, Director, Strategy, Performance & Budget  
 Supervisor Willie Johnson Jr., Chair, Finance Committee  
 Finance Committee Members  
 Steve Cady, Research & Policy Director, Office of the Comptroller  
 Tracy Castillo, Associate Accountant, DAS - Central Business Office  
 Amy McKinney, Manager Financial CBO, DAS - Central Business Office  
 Josh Scott, Sr Analyst Budget and Management, Strategy, Performance & Budget