



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: December 19, 2023
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 approval to abolish 1.0 FTE Director Of Comp and HRIS – Pay Range 903E and create 1.0 FTE Manager Compensation - Pay Range 38M

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File Type: Action Report

REQUEST

A report from the Chief Human Resources Officer, Department of Human Resources, respectively requesting approval to abolish 1.0 FTE Director Of Comp and HRIS in pay range 903E and to create 1.0 FTE Manager Compensation in pay range 38M.

POLICY

Table with 2 columns: Policy Name, Reference. Rows include Wisconsin State Statutes (Wis Stats 59.17), Milwaukee County Code of General Ordinances (MCGO 17.05(1)), and Specific Adopted Budget (2024 Adopted Budget).

BACKGROUND

The Department of Human Resources (DHR) is looking to restructure its compensation and benefits divisions and bring them under one division of Total Rewards. The development and implementation of a total rewards model will further support DHR efforts to attract and retain talent across Milwaukee County. This consolidation will allow for collective thought leadership in the development of a total rewards methodology for Milwaukee County and ensure service delivery alignment for the benefits and compensation teams. By consolidating total rewards, there is no longer a need for a Director of Compensation. With the approval of this abolishment, a Manager Compensation position will be created. The Manager Compensation will provide the daily operations oversight of the compensation team that mirrors the daily operations of the current benefits team.

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 County government
1C: Increase the number of County contracts awarded to minority and women-owned businesses
2A: Determine what, where, and how we deliver services to advance health equity
2B: Break down silos across County government to maximize access to and quality of services offered
2C: Apply a racial equity lens to all decisions
3A: Invest "upstream" to address root causes of health disparities
3B: Enhance the County's fiscal health and sustainability
3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The new Manager Compensation is expected to be filled as of pay period 5 (February 26, 2024) for a decrease in personnel costs of approximately \$35,370, for the current year.

POSITION INFORMATION

Action	Title	Pay Range	Annual Salary Range
Abolish	Director Of Comp and HRIS	903E	\$154,689
Create	Manager Compensation	38M	\$128,447

VIRTUAL MEETING INVITES

Margo.Franklin@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:

Resolution

Fiscal Note

DHR Report

Job Evaluation Questionnaire (JEQ)

OSBP Report (Office of Strategy, Budget and Performance)

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, Personnel Committee
 Personnel Committee Members
 Steve Cady, Research & Policy Director, Office of the Comptroller
 Allyson Smith, Committee Coordinator, Office of the County Clerk
 Tracy Castillo, Associate Accountant, Central Business Office
 Amy McKinney, CBO Finance Manager, Central Business Office
 Josh Scott, Budget and Management Analyst, Strategy, Performance & Budget