



Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: JULY 2, 2012

To: Supervisor David Cullen, Co-chair, Committee on Finance, Personnel and Audit
Supervisor Willie Johnson, Jr., Co-chair, Committee on Finance, Personnel and Audit

FROM: Kerry Mitchell, Director, Department of Human Resources

SUBJECT: **Status Update re: 2011 Milwaukee County Compensation Study**

Background

As directed in the 2011 Adopted Budget, the Department of Audit coordinated an evaluation of total employee compensation to identify the total compensation of County employees and to compare the compensation with other public and private sector employers in the community with particular attention to the County's ability to attract and retain the workforce needed to provide key services. The Department of Audit presented its findings in December 2011, at which time the Committee on Finance and Audit referred the report to the Committee on Personnel with a report from the Director of Human Resources (DHR) due in mid-2012. This report provides a status report on DHR's response to the audit findings.

Status

In the 2012 Adopted Budget, the Department of Human Resources requested and received a Compensation Manager position that will play a critical role in the review and development of compensation policies and strategies. DHR reviewed qualified candidates with experience in compensation and appointed a new Compensation Manager on July 2, 2012.

In conjunction with the hiring of the Compensation Manager, DHR has been exploring rewards strategies internally to address recruitment and retention efforts, although no recommendations have been advanced at this point. The key areas of focus under the Total Rewards umbrella are Compensation, Benefits, Work-Life Balance, Career Development, and Recognition Programs. The addition of our Compensation Manager will provide DHR with capacity to address all matters related to Total Rewards, and will help DHR develop fair and effective compensation strategies in coming months.

Recommendation

The Department recommends holding this item for an additional report in December 2012 where a Total Rewards plan recommendation will be presented.