



Milwaukee County

Revised 3-9-17

Department of Human Resources

INTER-OFFICE COMMUNICATION

Date: March 9, 2017
To: Theodore Lipscomb, Sr., Chairman, County Board of Supervisors
James "Luigi" Schmitt, Chairman, Personnel Committee
From: Kerry Mitchell, Chief Human Resources Officer KM
Subject: Informational Report on the recent reorganization of the Department, including the Employee Retirement System and Benefits and Compensation Divisions, and any reclassifications of unclassified positions and compensation changes resulting from this restructuring.

Background

The Director of Compensation & HRIS resigned from Milwaukee County. As a cost saving opportunity, we are not filling this position. Rather, we are consolidating the Benefits and Compensation functions into one Total Rewards division, effective 1/30/2017. This restructuring had no effect on the Retirement Plan Services area.

Compensation Change Resulting from This Restructuring, effective 01/30/2017

Table with 7 columns: Former Title, Former Grade, Former Salary, New Title, New Grade, New Salary, % Increase. Rows include Director of Benefits & HR Metrics and Benefits Operations Manager.

Reclassification Unrelated to HR Restructuring

HR Compensation reclassified the Director of Retirement Plan Services position, because it was not classified at the proper level. It was determined based on job duties, scope and responsibilities that this position should be at the same level as the Director of Benefits & HR Metrics and Director of Compensation & HRIS positions, and the change was made to address internal equity concerns. The reclassification, dated 1/30/2017, was as follows:

Table with 7 columns: Former Title, Former Grade, Former Salary, New Title, New Grade, New Salary, % Increase. Row includes Director of Retirement Plan Services.

Retirement Plan Services Interim Leadership

The Director of Retirement Plan Services recently left Milwaukee County. The Director of Risk Management is now serving in both her current role, and in the role of Interim Director of Retirement Plan Services. In her temporary role as Interim Director of RPS, her salary will be \$121,187.88, which is 10% higher than her previous role due to expanded job duties.

Attachments

Attached, please find the old and new organizational charts that visually depict these changes.

Cc: Personnel Committee
Kelly Bablitch, Chief of Staff, County Board
Raisa Koltun, Chief of Staff, Office of the County Executive
Steve Cady, Research & Policy Director, Research Services Division, Office of the Comptroller
Shanin Brown, Committee Coordinator, Office of the County Clerk
Janelle Jensen, Senior Committee Coordinator, Office of the County Clerk