

**COUNTY OF MILWAUKEE**  
Inter-Office Communication

Date: February 16, 2023

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

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

Subject: From the Chief Human Resources Officer, Margo Franklin, requesting authorization to abolish 1.0 FTE Human Resources Business Partner, Pay Grade 32M, and create 1.0 FTE Human Resources Generalist, Pay Grade 22.

File Type: Action Report

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**REQUEST**

From the Chief Human Resources Officer, Margo Franklin, requesting authorization to abolish 1.0 FTE Human Resources Business Partner, Pay Grade 32M, and create 1.0 FTE Human Resources Generalist, Pay Grade 22.

**POLICY**

Wisconsin State Statutes:	Wis Stats 59.17
Milwaukee County Code of General Ordinances:	MCGO 17.05(1)
Specific Adopted Budget:	2023 Adopted Budget

**BACKGROUND**

In fall 2022, the Behavioral Health Services (BHS) in-patient hospital closed, resulting in the abolishment of approximately 340 direct and support services positions. This significant elimination of BHS operational positions resulted in the reassignment within BHS and some cases displacement of approximately 15 people leaders. These organizational changes will reduce the level of human resources support services needed for BHS. Currently a human resources manager (HRM), supports BHS senior leaders and a human resources business partner (HRBP) supports BHS people leaders. With the recent a retirement of an HRBP, the Employee Relations leadership team is reassigning the HRM to serve as HRBP to the Department of Health and Human Services (DHHS) while BHS senior leadership and its people leaders will have one HRBP for support.

**ALIGNMENT TO STRATEGIC PLAN**

3B: Enhance the County's fiscal health and sustainability

This position action should allow Human Resources to create an entry point for administrative employees who aspire to serve as a HRBP. This position will assist with some HR Business Partner responsibilities as well as provide support across the department.

**FISCAL EFFECT**

The anticipated date of hire for the new position is Monday, April 3<sup>rd</sup>, 2023. The salary costs are within the adopted 2023 budget salaries in Human Resources.

**POSITION INFORMATION**

<u>Action</u>	<u>Title</u>	<u>Pay Range</u>	<u>Annual Salary Range – 2088 Hours</u>
Abolish	Human Resources Business Partner	\$35.24 - \$41.96	\$73,299.20 - \$87,276.80
Create	Human Resources Generalist	\$24.92 - \$28.72	\$51,833.60 - \$59,737.60

**VIRTUAL/HYBRID MEETING INVITES**

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

[Charteisha.CarsonClark@milwaukeecountywi.gov](mailto:Charteisha.CarsonClark@milwaukeecountywi.gov)

**PREPARED BY:**

Charteisha Carson-Clark, Director Employee Relations, Department of Human Resources

**APPROVED BY:**

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

**ATTACHMENTS:**

HR Compensation Report

Fiscal Note

Resolution

JEQ



cc: Kelly Bablitch, Chief of Staff, Milwaukee County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk