

# Mission

*Through strategic partnerships and collaboration with County leaders, the Department of Human Resources recruits, develops, supports, rewards, and retains a high-performing, diverse workforce while fostering a work environment that maximizes individual and organizational potential, leading Milwaukee County to be an employer of choice.*

## **To support and drive the success of our mission, Human Resources will:**

- Develop and execute workforce strategies, in partnership with leaders and stakeholders, that support and enhance all County operations.
- Create, promote, and sustain a culture that embraces diversity and inclusion, does not tolerate any form of discrimination, and ensures employees are treated with respect, courtesy, and dignity.
- Build an atmosphere conducive to a healthy, efficient, productive, service-driven, and high-performing workplace.
- Promote open, constructive communication between all levels of employees, supervisors, managers, and senior leaders.
- Attract and retain well-qualified employees selected for their knowledge, skills, abilities, and potential.
- Establish and maintain fair and competitive compensation practices.
- Provide sustainable, market-appropriate benefits that enhance the quality of life for employees and families.
- Train employees to maximize their talents, and provide continuous opportunities for learning, development of leadership skills, career development, and advancement.
- Guide and support employees throughout the employment cycle and through their transition to post-employment.
- Ensure compliance with all governing regulations, and address issues promptly and appropriately as they arise.



## Milwaukee County Department of Human Resources

### Our Strategic Priorities

- ✓ **Priority:** Recruit and hire quality staff in an efficient manner.
- ✓ **Priority:** Attract and retain a diverse, talented, and high-performing workforce.
- ✓ **Priority:** Develop employees and leaders.
- ✓ **Priority:** Build an engaged workforce.

### Vision

Milwaukee County is a leading employer with a high-performing, engaged workforce that meets and exceeds business objectives within a supportive and diverse workplace.



### Core Values

Integrity & Respect  
Results-Oriented  
Customer Focus  
Communication  
Collaboration  
Commitment

### Operating Principles

#### **We Will:**

- ✓ Return all calls and e-mails within 24 hours.
- ✓ Treat all employees with respect.
- ✓ Be professional. Always.
- ✓ Take accountability for our decisions and actions.
- ✓ Bring forward solutions, not just problems.
- ✓ Be honest at all times.
- ✓ Stop rumors & gossip, not spread it.
- ✓ Share information, not hoard it.
- ✓ Ask the difficult questions.
- ✓ Always look for a better way to do things.
- ✓ Maintain a strong focus on customer service.