

[From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to execute an amendment to a professional services contract with Newport Group Inc. to increase the amount from \$299,100 to \$309,100 in order to complete the Compensation Transformation Project for additional compensation consulting services. The contract will still end in 2025.], by recommending adoption of the following:

A RESOLUTION

WHEREAS, Milwaukee County (the County) contracts with The Newport Group, Inc. (Newport), for consulting services for the Countywide Compensation Transformation Project (the Project) through 2025; and

WHEREAS, since 2019, Compensation, Department of Human Resources (DHR), has been working on the Project exclusively with Newport; and

WHEREAS, the Project aims to develop and implement a simplified compensation philosophy and structure for most positions within the County; and

WHEREAS, this comprehensive compensation strategy will align with the County's vision related to health and racial equity, and support the County's efforts to have market-competitive salaries for positions within the County; and

WHEREAS, Compensation, DHR, and Newport completed Phase One of this work, and is currently on Phase Two, which consists of consolidating the County's compensation structure to ensure positions are placed in ranges with a minimum, midpoint, and maximum pay is underway and ongoing; and

WHEREAS, the Committee on Personnel, at its meeting of September 2, 2025, considered File No. 25-601 for informational purposes only per Section 59.52(31)(d), Wisconsin State Statutes; and

WHEREAS, the Committee on Finance, at its meeting of September 11, 2025, recommended adoption of File No. 25-601 (vote 4-0); now, therefore,

BE IT RESOLVED, the Chief Human Resources Officer, Department of Human Resources, is hereby authorized to execute an amendment to a Professional Services Contract with The Newport Group, Inc., to increase the amount by \$10,000, from \$299,100 to \$309,100, for additional compensation consulting services, in order to complete the Compensation Transformation Project, with a 2025 completion date.

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