



OFFICE OF THE COUNTY EXECUTIVE

Milwaukee County

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DATE: November 2, 2016

TO: The Honorable Theodore Lipscomb, Sr., Chairman, County Board of Supervisors

FROM: Chris Abele, County Executive

SUBJECT: **Modified Appointment Letter for Kerry Mitchell**

Pursuant to Wisconsin Statute Sec. 59.17(2) and subject to confirmation of your Honorable Body, I am pleased to reappoint Ms. Kerry Mitchell to the position of Chief Human Resources Officer for Milwaukee County for an 18-month confirmation period plus a six-month extension that will effectively allow her to serve for two years.

Ms. Mitchell has an extensive background in human resources. She worked in a number of senior-level human resources positions over 19 years at U.S. Bank and its predecessor companies, managing human resources teams and supporting up to 5,000 employees in corporate divisions across 29 states. In addition to the numerous human resources initiatives she led at U.S. Bank, Ms. Mitchell designed and launched several transformational talent and workflow redesigns that improved efficiency within her department and also led to high quality outcomes and improved customer service.

Ms. Mitchell has a master's degree in management and organizational behavior, and an undergraduate degree in psychology and business.

When Ms. Mitchell joined the County, the human resources function was decentralized and fragmented. Her experience in analyzing human resources systems, identifying gaps and creating opportunities was integral to our migration away from old, broken processes and outdated ways of thinking. She established a new service-mindset in Human Resources, setting new expectations, and dramatically elevated the role and reputation of her team across our organization to that of a critically important business partner supporting the many services we provide to our community.

Over the last five years, Ms. Mitchell's primary focus has been investing in our most valuable asset: our employees. Under her leadership, the County:

- Started a new Learning and Development function (including a new online Employee Development Center and hundreds of employee and manager training courses);
- Initiated a Tuition Reimbursement Program;
- Started the County's first-ever, national award-winning Employee Wellness Program;
- Conducted an extensive compensation study of all County jobs to help ensure internal pay equity;



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- Developed equity adjustment pools for each budget to help ensure that employees that do the same job are paid the same salary
- Created a first-ever employee handbook;
- Launched several new employee communications vehicles; and
- Developed and implemented a first-time centralized New Employee Orientation program with a 98% satisfaction rate.

In addition, Ms. Mitchell is the driving force behind the County's first major employee engagement initiative, which underscores our absolute commitment to our people, and demonstrates that improving our work environment is a top priority.

Ms. Mitchell has done significant work in advocating for the hiring and development of women leaders at Milwaukee County. She has been recognized for her volunteer work with Tempo Milwaukee with respect to mentoring programs for women leaders across the greater Milwaukee area. In addition, Ms. Mitchell has also been recognized as an expert on leading transformational change, having been selected as a speaker for the state Society for Human Resources Management conference.

Under Ms. Mitchell's leadership, the County's human resources functions have become more professional, more organized, and more responsive than ever before. The County's Human Resources Department is poised for even bigger and better things in the years ahead, due to Ms. Mitchell's ability to synthesize complex information quickly, integrate best practices, make recommendations that are practical, measurable and actionable, and connect with our workforce.

As Ms. Mitchell continues to demonstrate the skill and leadership that has so positively transformed our human resources function, I ask you to give this appointment your favorable consideration.

Chris Abele
Milwaukee County Executive

Cc: Supervisor James "Luigi" Schmitt, Chair, Personnel Committee
Kelly Bablitch, Chief of Staff, Board of Supervisors
Shanin Brown, Committee Coordinator
Kerry Mitchell, Chief Human Resources Officer