



Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: March 17, 2023

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

From: Margo Franklin, Chief Human Resources Officer, Department of Human Resources
Dean Legler, Director of Compensation/HRIS, Department of Human Resources

Subject: From the Chief Human Resources Officer and the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Providing an Informational Update on the Ongoing Compensation Transformation Project

File Type: Informational Report

REQUEST

This report is submitted to provide an update regarding the efforts being undertaken to implement the Compensation Transformation Project at Milwaukee County.

POLICY

Milwaukee County Code of General Ordinances:	17.055
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BACKGROUND

The attached presentation outlines steps that have been taken as well as those that will need to occur as we progress with the Compensation Transformation Project.

Discussion of the first job family that is being analyzed for creation, Business Support – centering around administrative and clerical roles, is presented.

Related File No's:	N/A
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ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the objectives in the [strategic plan](#):

- 1A: Reflect the full diversity of the County at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 1C: Increase the number of County contracts awarded to minority and women-owned businesses
- 2A: Determine what, where, and how we deliver services to advance health equity

- 2B: Break down silos across County government to maximize access to and quality of services offered
- 2C: Apply a racial equity lens to all decisions
- 3A: Invest “upstream” to address root causes of health disparities
- 3B: Enhance the County’s fiscal health and sustainability
Compensation Transformation Project efforts will enable Milwaukee County to enhance the engagement of our employee population and improve employee retention.
- 3C: Dismantle barriers to diverse and inclusive communities

FISCAL EFFECT

The projected costs associated with the initial move to new job minimums will be brought back to the Committee(s) when the final reviews are completed.

TERMS

[Include specific term start and end dates, renewal options, automatic renewals, and termination clauses]

N/A

VIRTUAL MEETING INVITES

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PREPARED BY:

Dean Legler, Director of Compensation/HRIS, Department of Human Resources

APPROVED BY:

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

ATTACHMENTS:

Presentation

cc: Mary Jo Meyers, Chief of Staff, Milwaukee County Executive’s Office
 Supervisor Willie Johnson Jr., Chair, Committee on Personnel
 Joe Lamers, Director, Office of Strategy, Budget and Performance
 Margo Franklin, Chief Human Resources Officer, Department of Human Resources
 Steve Cady, Research & Policy Director, Office of the Comptroller