



# HR Update

July, 2015

## Freedom

In the United States, we enjoy more freedoms than people of many countries can even dream about having. These freedoms extend right into the workplace. Here are 3 freedoms we need to remember at work, every day:



**Reporting:** you have total freedom to report concerns, challenges you are facing, or even the more serious issues you are aware of at work. Not only are you free to report these things, but you are expected to be open and honest about what you are facing at work, so that issues can be addressed appropriately. This can be difficult, but if you are struggling to talk with your supervisor, manager, department head, or HR partner about your concerns, dial the Employee Relations Hotline at 414-278-2222.

**Making a Change:** if you are unhappy in your job, or restless, or just need something more or different, you have the freedom to make a change. Don't wait around for something better to happen – make it happen. Think about what you are really great at, and what you truly enjoy doing, and then seek out a job that allows for you to use these skills/talents – whether it is inside or outside of the County. Sometimes our fear of change, or avoidance of change, leads to stagnation in our lives. Make a choice. Make it happen.

**Expressing Ideas or Opinions:** not only do you have the freedom to express your ideas or opinions about things, the County and everyone we serve are depending on YOU to do this! Whether you see something that needs fixing, or know that there is a more efficient way for us to do something, speak up. Your creativity and insights are part of what makes the County a place that is great at serving others.

A lot of people have fought and died for our freedoms. Don't forget to exercise them!

## Retiree Highlight: Cans for Charities



**Ruth Hana** collected cans. This energetic octogenarian retired in 1995 and kept collecting. Over 30 years Ruth collected 395,870 cans. Add to that impressive number the cans collected by friends, neighbors, students and her DHHS co-workers (544,715 cans!) and you have a whole lot of cans – 1,092,165 cans to be exact.

Ruth turned those cans into money which was then donated to charities important to her. Just how much money are 1,092,165 cans worth? A whopping \$85,194.61! Donations were made to a wide variety of charities, American Red Cross (\$16,658.90), Child Welfare – Child Abuse & Neglect (\$28,263.65), MCDA Senior Meal Program (\$12,000), and the list goes on.

Ruth decided to stop collecting cans on March 30, 2015. Her longtime efforts had a tremendous impact – one person, with a focused mission collected cans, turned them into cash and helped many, many people in need. Thank you Ruth for making a difference in so many people's lives—what a legacy!

## Milwaukee County Learning Management System (LMS) Update

Over the past few month, the LMS team has been diligently building a learning management system for Milwaukee County.

On June 19th, the LMS team officially launched the **Milwaukee County Training & Development Center**. Our Phase 1 launch includes a series of 3 pilots, designed to engage and guide users through a brief tutorial featuring some of the basics components of the system. The first pilot group launched on June 19th targeted 150 employees from Human Resources, Risk Management, IMSD

and the Comptroller's office. Below is a listing of upcoming pilot launches for our Phase 1 rollout. Stay tuned for more info!

| Pilot 1.1   | Pilot 1.2                    | Pilot 1.3   |
|---|------------------------------|---|
| Departments: HR, IMSD, Risk, Comptroller's Office | Departments: Zoo, HOC, Parks | Departments: DOT – Airport, Highway Maintenance, MCSO |
| Launch Date: 6/19                                 | Est. Launch Date: 7/6        | Est. Launch Date: 7/13                                |
| Est. Employees: 150                               | Est. Employees: 1258         | Est. Employees: 952                                   |