



# Milwaukee County

County Courthouse  
901 N. 9th Street, Rm. 201  
Milwaukee, WI 53233

## Meeting Minutes Personnel Committee

*Chairperson: Supervisor James "Luigi" Schmitt*  
*Vice Chairperson: Supervisor John F. Weishan, Jr.*  
*Supervisor Anthony Staskunas*  
*Supervisor Dan Sebring*  
*Supervisor Sequanna Taylor*

*Committee Coordinator: Shanin R. Brown, (414) 278-4073*  
*Research Analyst: Steve Cady, (414) 278-4347*

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Friday, January 19, 2018

9:00 AM

Room 201B

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### Call To Order

### Roll Call

**Present** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

### RETIREMENT PLAN SERVICES - 1

- 1      [18-64](#)      From the Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services, providing an informational report regarding the completed version of the 2014 Supplemental Voluntary Correction Program submission to the Internal Revenue Service. **(Considered by the Committees on Personnel, and Finance and Audit)**  
**(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**      [18-64 REPORT](#)  
                                  [18-64 REINHART CORRESPONDENCE](#)  
                                  [18-64 APPLICANT'S DESCRIPTION OF FAILURES](#)

**APPEARANCES:**

Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services

Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel  
Supervisor Michael Mayo, Sr., District 7

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

## CLOSED SESSION - ITEM 2

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), for the purpose of employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility in regards the following matter(s): At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary.

The Committee did not adjourn into closed session.

## MILWAUKEE COUNTY BOARD OF SUPERVISORS - 1

- 2      [17-715](#)      From the Milwaukee County Board of Supervisors (County Board), requesting a written informational report from the Chief Human Resources Officer, Department of Human Resources, regarding the use of incentives and enhanced benefits, to include but not limited to signing bonuses or extra vacation hours that have not been explicitly authorized and adopted as compensation policy by the County Board.  
**(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (10/23/17: Laid Over for One Meeting) (12/01/17: Laid Over for One Meeting)**

**Attachments:**      [17-715 REPORT \(11/30/17\)](#)

**APPEARANCES:**

Dr. Raisa Koltun, Chief of Staff, Office of the County Executive  
Supervisor Willie Johnson, Jr., District 13

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

## HUMAN RESOURCES - 5

- 3      [18-101](#)      From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding 2017 recruitment incentives per Adopted File No. 17-770. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**      [18-101 REPORT](#)  
                                 [18-101 2017 BONUS SPREADSHEET](#)

**APPEARANCES:**

Dr. Raisa Koltun, Chief of Staff, Office of the County Executive  
Supervisor Willie Johnson, Jr., District 13

Supervisor Staskunas requested that Dr. Koltun and the Chief Human Resources Officer, Department of Human Resources, provide a written report regarding whether or not bonuses paid are within or beyond established pay

ranges, and what the legal basis is for going over the pay range.

This Informational Report was **DISCUSSED WITH NO ACTION TAKEN**.

4        [18-57](#)

From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to grant a Temporary Assignment to a Higher Classification for Ms. Jeanne Dorff, allowing her to continue to serve in the position of Interim Director of the Department of Health and Human Services, until a permanent appointment is made for the position.

- Attachments:**    [18-57 REPORT](#)  
                              [18-57 RESOLUTION](#)  
                              [18-57 FISCAL NOTE](#)  
                              [18-57 PER Amendment 1](#)

**APPEARANCES:**

**Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller**  
**Dr. Raisa Koltun, Chief of Staff, Office of the County Executive**  
**Shanin R. Brown, Committee Coordinator, Office of the County Clerk**

**Supervisor Weishan, Jr., introduced PER Amendment 1, which is attached to this file.**

**A motion was made by Supervisor Weishan, Jr., that PER Amendment 1 be ADOPTED. The motion PREVAILED by the following vote:**

**Aye:** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

**A motion was made by Supervisor Weishan, Jr., that the Action Report be RECOMMENDED FOR ADOPTION AS AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 5      [18-60](#)      From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding a reallocation request from the Department of Health and Human Services. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**      [18-60 REPORT](#)  
                                  [18-60 BY THE COMMITTEE RESOLUTION](#)  
                                  [18-60 FISCAL NOTE](#)

**APPEARANCES:**

Steve Cady, Director of Research and Policy, Research Services Division,  
Office of the Comptroller  
Shanin R. Brown, Committee Coordinator, Office of the County Clerk

Chairman Schmitt introduced a By the Committee Resolution, which is attached to this file.

A motion was made by Supervisor Weishan, Jr., that the By the Committee Resolution be **CONSIDERED**. The motion **PREVAILED** by the following vote:

**Aye:** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

A motion was made by Supervisor Weishan, Jr., that the By the Committee Resolution be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

**Aye:** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 6      [18-100](#)      From the Manager of Benefits and Human Resources Information System, Department of Human Resources, providing an informational report regarding a no-cost-to-the-employer loan program for Milwaukee County employees per Adopted File No. 17-600. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**      [18-100 REPORT](#)

**APPEARANCES:**

Mike Stanke, Manager of Benefits and Human Resources Information System,  
Department of Human Resources  
Shanin R. Brown, Committee Coordinator, Office of the County Clerk

A motion was made by Supervisor Sebring that this Informational Report be **RECOMMENDED TO BE RECEIVED AND PLACED ON FILE**. The motion **PREVAILED** by the following vote:

**Aye:** 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 7        [18-10](#)        From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; Appointments at an Advanced Step of the Pay Range; Revisions to Executive Compensation Plan positions; Dual Employment; Emergency Appointments; Temporary Appointments; and Temporary Assignments to a Higher Classification. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**    [18-10 REPORT](#)  
                              [18-10 OBJECTION LETTER \(01/11/18\)](#)

**APPEARANCE:**

Dr. Raisa Koltun, Chief of Staff, Office of the County Executive

This Reference File was DISCUSSED WITH NO ACTION TAKEN.

**ADMINISTRATIVE SERVICES - 1**

- 8        [17-810](#)        From the Director, Department of Administrative Services, providing an informational presentation regarding Investment Return Components presented at the November 14, 2017, meeting of the Retirement Sustainability Taskforce. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**Attachments:**    [17-810 REPORT](#)  
                              [17-810 PEW CHARITABLE TRUST PRESENTATION](#)  
                              [17-810 WI RETIREMENT SYSTEM INVESTMENT POLICIES & PRACTICES](#)  
                              [17-810 MILW. CO. RETIREMENT SYSTEM INVESTMENT POLICIES & PRACTICES](#)

**APPEARANCE:**

Teig Whaley-Smith, Director, Department of Administrative Services

This Informational Presentation was DISCUSSED WITH NO ACTION TAKEN.

**Length of meeting: 9:03 a.m. to 11:04 a.m.**

**Adjourned,**

**Shanin R. Brown  
Committee Coordinator  
Committee on Personnel**

Deadline for the next meeting: The next regular meeting for the Committee on Personnel is Friday, March 9, 2018. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession by Friday, February 16, 2018, at 4:00 p.m.