



Milwaukee County

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

Meeting Minutes Personnel Committee

Chairperson: Supervisor Eddie Cullen

Vice Chairperson: Supervisor Marina Dimitrijevic

Supervisor James "Luigi" Schmitt

Supervisor Willie Johnson, Jr.

Supervisor Dan Sebring

Committee Coordinator: Shanin R. Brown, (414) 278-4073

Research Analyst: Steve Cady, (414) 278-4347

Thursday, May 10, 2018

9:00 AM

Room 201B

Call To Order

Roll Call at 9:07 a.m.

Present 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

APPOINTMENT - 1

- 1 [18-334](#) From the County Executive, appointing Mr. Ron C. Nelson to the Milwaukee County Pension Board for a term expiring April 20, 2021.

Attachments: [18-334 APPOINTMENT LETTER](#)
 [18-334 BIOGRAPHY/RESUME](#)
 [18-334 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Evans Gant, Director of Community Relations, Office of the County Executive

A motion was made by Supervisor Johnson, Jr., that this Appointment be RECOMMENDED FOR CONFIRMATION. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

RESOLUTION/ORDINANCE - 1**CLOSED SESSION - ITEM 2**

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85 (1)(e), for the purpose of the Committee deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and (1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary.

2 [18-260](#)

A resolution/ordinance by the County Executive, requesting authorization to amend Section 201.24(4.5) of the Milwaukee County Code of General Ordinances (the Code) regarding deferred vested retirement; and creating Section 201.24(14.8) of the Code regarding forfeiture of benefits for felonious criminal conduct. **(Referred to the Committees on Judiciary, Safety, and General Services, Personnel, Pension Board, and Pension Study Commission)**

Attachments: [18-260 REPORT](#)
[18-260 RESOLUTION/ORDINANCE](#)
[18-260 FISCAL NOTE](#)
[18-260 ACTUARIAL REVIEW](#)
[18-260 PENSION BOARD REFERRAL LETTER \(03/28/18\)](#)
[18-260 PENSION BOARD RESPONSE](#)

APPEARANCES:

Dr. Raisa Koltun, Chief of Staff, Office of the County Executive
Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel

The Committee did not adjourn into closed session.

A motion was made by Supervisor Dimitrijevic that this Resolution/Ordinance be LAID OVER FOR ONE MEETING. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

OFFICE OF THE SHERIFF - 1

- 3 [18-294](#) From the Deputy Inspector, Office the Sheriff, requesting authorization for the Acting Sheriff to grant a leave of absence to Mr. Aaron Dobson, currently serving in the classified service of Deputy Sheriff Sergeant, to assume a position in the unclassified service of Sheriff's Office Bureau Director, pursuant to Section 17.193(1) and (2) of the Milwaukee County Code of General Ordinances.

Attachments: [18-294 REPORT](#)
 [18-294 RESOLUTION](#)
 [18-294 FISCAL NOTE](#)
 [18-294 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

Inspector Tobie Weberg, Office of the Sheriff
Pat Carravetta, Public Safety Fiscal Administrator, Office of the Sheriff

A motion was made by Supervisor Dimitrijevic that this Action Report be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

DEPARTMENT OF HUMAN RESOURCES - 5

- 4 [18-375](#) From the Director of Compensation, Department of Human Resources, providing an informational report regarding a reallocation request from the Office of the Sheriff. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [18-375 REPORT](#)
 [18-375 OBJECTION LETTER \(05/03/18\)](#)

APPEARANCES:

Dean Legler, Director of Compensation, Department of Human Resources (DHR)
Kerry Mitchell, Chief Human Resources Officer, DHR
Steve Cady, Director of Research and Policy, Research Services Division,
Office of the Comptroller

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

- 5 [18-241](#) **2018 Adopted Budget Amendment 1A011:** From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding a pay equity plan for Airport maintenance workers at General Mitchell International Airport. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(03/09/18: Laid Over for One Meeting)

Attachments: [18-241 REPORT](#)
 [18-241 PAY EQUITY PLAN](#)
 [18-241 PAY EQUITY PLAN \(CORRECTED\)](#)
 [18-241 BY THE COMMITTEE RESOLUTION](#)
 [18-241 FISCAL NOTE](#)
 [18-241 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

Dean Legler, Director of Compensation, Department of Human Resources (DHR)
Kerry Mitchell, Chief Human Resources Officer, DHR
Brian Dranzik, Director, General Mitchell International Airport
Supervisor John F. Weishan, Jr., District 16, Milwaukee County Board of Supervisors
Shanin R. Brown, Committee Coordinator, Office of the County Clerk
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

The following people appeared and spoke in favor of this item:

Chris Benjamin, General Mitchell International Airport (GMIA)
Ron Van de Boom, GMIA
Sean Tovrtillott, GMIA

A By the Committee Resolution was introduced, which is attached to this file.

Supervisor Johnson, Jr., requested that a typographical error be corrected regarding the proposed pay grades. The corrected report has been attached to this file.

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

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

A motion was made by Supervisor Cullen that the By the Committee Resolution be **LAI D OVER FOR ONE MEETING**. He later withdrew the motion, so a vote was not taken.

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

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 6 [18-373](#) From the Director of Compensation, Department of Human Resources, providing an informational report regarding a reallocation request from the Department of Transportation. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:* [18-373 REPORT](#)
 [18-373 OBJECTION LETTER \(05/03/18\)](#)
- APPEARANCE:**
Dean Legler, Director of Compensation, Department of Human Resources
- This Informational Report was **DISCUSSED WITH NO ACTION TAKEN.**
- 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 MAY REPORT](#)
 [18-10 OBJECTION LETTER \(05/03/18\)](#)
- APPEARANCES:**
Dean Legler, Director of Compensation, Department of Human Resources (DHR)
Kerry Mitchell, Chief Human Resources Officer, DHR
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
- This Reference File was **DISCUSSED WITH NO ACTION TAKEN.**
- 8 [18-363](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding 2017 Human Resources Metrics. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:* [18-363 REPORT](#)
 [18-363 POWERPOINT PRESENTATION](#)
- APPEARANCES:**
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources (DHR)
Genaro Baez, Director of Human Resources Operations and Talent Acquisition, DHR
- This Informational Presentation was **DISCUSSED WITH NO ACTION TAKEN.**

MILWAUKEE COUNTY BOARD OF SUPERVISORS - 2**CLOSED SESSION - ITEM 9**

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(b) for the purpose of considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken; and (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 to 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.

- 9 [18-261](#) From the Milwaukee County Board of Supervisors, requesting a written informational report from the Chief Human Resources Officer, Department of Human Resources, regarding the County's policies on severance, including a summary of expenditures for packages by department and year that have been issued by the Administration between 2012 and 2018. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (03/09/18: Laid Over for One Meeting)**

Attachments: [18-261 REPORT](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel

The Committee did not adjourn into closed session.

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

- 10 [18-367](#) From the Milwaukee County Board of Supervisors, requesting a written informational report from the Chief Human Resources Officer, Department of Human Resources, regarding the Administration's efforts to recruit and hire for the position of Director, Retirement Plan Services. **(Considered by the Committees on Personnel, and Judiciary, Safety, and General Services) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [18-367 REPORT](#)

APPEARANCE:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

DEPARTMENT OF ADMINISTRATIVE SERVICES - 1

- 11 [18-293](#) From the Director, Department of Administrative Services, providing an informational report regarding presentations from the February 27, 2018, and March 29, 2018, meetings of the Retirement Sustainability Task Force. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [18-293 REPORT](#)

[18-293 TRANSITIONING NEW HIRES & CURRENT EMPLOYEES TO WRS](#)

[18-293 TRANSITIONING TO A DEFINED CONTRIBUTION PLAN](#)

APPEARANCE:

Teig Whaley-Smith, Director, Department of Administrative Services

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

Length of meeting: 9:07 a.m. to 12:04 p.m.

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

Deadline for the next meeting: The next regular meeting of the Committee on Personnel is Thursday, June 7, 2018. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession by Friday, May 18, 2018, at 4:00 p.m.