



Milwaukee County

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

Meeting Minutes Committee on Personnel

Chairperson: Supervisor Patti Logsdon
Vice Chairperson: Kathleen Vincent
Supervisor Willie Johnson, Jr.
Supervisor Sheldon A. Wasserman
Supervisor Felesia A. Martin

Committee Coordinator: Clarence H. Kinnard, (414) 278-4073
Director of Research and Policy: Steve Cady, (414) 278-4347

Tuesday, December 3, 2024

2:30 PM

Room 203-R and Microsoft Teams
County Legislative Information Center

HYBRID MEETING

This meeting was held in Room 203-R, and was live-streamed on the County Legislative Information Center: <https://milwaukeecounty.legistar.com/Calendar.aspx>

Call To Order

Roll Call at 2:33 p.m.

Present 3 - Johnson Jr., Wasserman and Logsdon
Excused 2 - Vincent and Martin

Supervisor Kathleen Vincent was not present at the time the roll was called, but appeared virtually later in the meeting.

Supervisor Kathleen Vincent appeared virtually for today's meeting.

DEPARTMENT OF HUMAN RESOURCES (DHR) - 3

- 1 [24-883](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report with an overview of the 2024 Employee Engagement Survey results, and next steps.
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [24-883 REPORT](#)
 [24-883 SURVEY RESULTS OVERVIEW](#)
 [24-883 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
Peter LaBonte, Program Manager, Department of Human Resources

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

- 2 [24-16](#) 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: [24-16 DECEMBER REPORT \(received 11/13/24\)](#)
 [24-16 REVISED DECEMBER REPORT I \(received 11/25/24\)](#)
 [24-16 REVISED DECEMBER REPORT II \(received 11/26/24\)](#)

APPEARANCES:
Tony Maze, Director, Total Rewards, Department of Human Resources (DHR)
Margo Franklin, Chief Human Resources Officer, DHR
Artis Landon, Administrator, Child Support Services, Department of Health and Human Services (DHHS) (virtually)
James "Jim" Mathy, Administrator, Housing Services, DHHS (virtually)

The December 2024 Report for this Reference File was **DISCUSSED WITH NO ACTION TAKEN**.

Items 3, 4, and 5 were considered together.

- 3** [24-956](#) Proposed Amendments for the ERS Pension Plan and Pension Contributions in Response to 2023 WI Act 12. **(Considered by the Committees on Personnel and Finance; the Pension Board, and the Pension Study Commission) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [24-956 REPORT](#)
 [24-956 PENSION COST IMPACT I](#)
 [24-956 PENSION COST IMPACT II](#)
 [24-956 COMPTROLLER FISCAL ANALYSIS](#)

APPEARANCES:
Erika Bronikowski, Director, Retirement Plan Services, Department of Human Resources (DHR)
Tony Maze, Director, Total Rewards, DHR
CJ Pahl, Director, Financial Services, Office of the Comptroller (virtually)
Clarence H. Kinnard, Committee Coordinator, Legislative Services, Office of the County Clerk

Items 3, 4, and 5 were considered together.

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

DHR - 2
[ORDINANCE]

- 4 [24-957](#) Proposed Amendments for the OBRA Pension Plan in Response to 2023 WI Act 12. **(Referred to the Committees on Personnel and Finance; the Pension Board, and the Pension Study Commission)**

Attachments: [24-957 REPORT](#)
 [24-957 RESOLUTION/ORDINANCE](#)
 [24-957 FISCAL ANALYSIS](#)
 [24-957 PENSION COST IMPACT](#)

APPEARANCES:
Erika Bronikowski, Director, Retirement Plan Services, Department of Human Resources (DHR)
Tony Maze, Director, Total Rewards, DHR
CJ Pahl, Director, Financial Services, Office of the Comptroller (virtually)
Clarence H. Kinnard, Committee Coordinator, Legislative Services, Office of the County Clerk

Items 3, 4, and 5 were considered together.

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

Aye: 3 - Johnson Jr., Wasserman and Logsdon

No: 1 - Vincent

Excused: 1 - Martin

5 [24-1053](#) From the Director of Retirement Plan Services, Department of Human Resources, requesting amendments to Chapters 201.24(2.4), (2.7), (2.9), (2.18), (3.11), (4.1), (4.2), (4.3), (4.4), (4.5), (5.16), and (8.7) and requesting the creation of a new Chapter 201.24(8.25) of the Milwaukee County Code of General Ordinances reflecting eligibility changes to ERS as required by State law. **(Referred to the Committees on Personnel and Finance; the Pension Board; and the Pension Study Commission)**

- Attachments:** [24-1053 REPORT](#)
 [24-1053 RESOLUTION/ORDINANCE](#)
 [24-1053 COMPTROLLER FISCAL ANALYSIS](#)
 [24-1053 PENSION COST IMPACT](#)

APPEARANCES:

- Erika Bronikowski, Director, Retirement Plan Services, Department of Human Resources (DHR)
Tony Maze, Director, Total Rewards, DHR
CJ Pahl, Director, Financial Services, Office of the Comptroller (virtually)
Clarence H. Kinnard, Committee Coordinator, Legislative Services, Office of the County Clerk

Items 3, 4, and 5 were considered together.

A motion was made by Supervisor Wasserman that this Resolution/Ordinance be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 3 - Johnson Jr., Wasserman and Logsdon

No: 1 - Vincent

Excused: 1 - Martin

DEPARTMENT OF HEALTH AND HUMAN SERVICES - 2

6 [24-922](#) A report from the Director, Department of Health and Human Services, requesting the creation of 1.0 FTE Evidence Based Health Promotion Coordinator in pay grade 25 in Aging and Disabilities Services

- Attachments:** [24-922 DEPARTMENTAL REQUEST](#)
 [24-922 DEPARTMENTAL RESOLUTION](#)
 [24-922 DEPARTMENTAL FISCAL NOTE](#)
 [24-922 DHR REPORT](#)
 [24-922 OSBP REPORT](#)
 [24-922 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
Daniel "Dan" Idzikowski, Director, Aging and Disability Services, Department of Health and Human Services (virtually)

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

7 [24-923](#) A report from the Director, Department of Health and Human Services (DHHS), requesting the creation of 1.0 FTE Community Intervention Specialist

- Attachments:** [24-923 DEPARTMENTAL REQUEST](#)
 [24-923 DEPARTMENTAL RESOLUTION](#)
 [24-923 DEPARTMENTAL FISCAL NOTE](#)
 [24-923 DHR REPORT](#)
 [24-923 OSBP REPORT](#)
 [24-923 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
Kelly Pethke, Administrator, Children, Youth, and Family Services, Department of Health and Human Services (virtually)

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

MILWAUKEE COUNTY ZOO - 1

8 [24-855](#) From the Executive Zoo Director requesting the creation of 1.0 FTE Events Manager and abolishment of 1.0 FTE Marketing and Events Manager

- Attachments:** [24-855 DEPARTMENTAL REQUEST](#)
 [24-855 DEPARTMENTAL RESOLUTION](#)
 [24-855 DEPARTMENTAL FISCAL NOTE](#)
 [24-855 DHR REPORT](#)
 [24-855 JOB EVALUATION QUESTIONNAIRE](#)
 [24-855 OSBP REPORT](#)
 [24-855 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

Amos Morris, Director, Milwaukee County Zoo (Zoo) (virtually)
Emily Salentine, Marketing and Events Coordinator, Zoo (virtually)

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

DEPARTMENT OF PARKS, RECREATION, AND CULTURE - 1

- 9 [24-903](#) From the Executive Director of Parks requesting to abolish 1.0 FTE Horticulture Director at Boerner Botanical Gardens and create 1.0 FTE Director of Boerner Botanical Gardens.

- Attachments:** [24-903 DEPARTMENTAL REQUEST](#)
 [24-903 DEPARTMENTAL RESOLUTION](#)
 [24-903 DEPARTMENTAL FISCAL NOTE](#)
 [24-903 DHR REPORT](#)
 [24-903 JOB EVALUATION QUESTIONNAIRE](#)
 [24-903 OSBP REPORT \(received 11/15/24\)](#)
 [24-903 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
James "Jim" Tarantino, Deputy Director, Department of Parks, Recreation, and Culture

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

OFFICE OF STRATEGY, BUDGET, AND PERFORMANCE - 1

- 10 [24-931](#) From the Director Office of Strategy, Budget, and Performance requesting the abolishment of 1.0 FTE Director Operations and Maintenance Airport (pay grade 903E), and 1.0 FTE Director of Airport Safety (pay grade 903E); and create 1.0 FTE Manager Assistant Airport Operations (pay grade 30M), and 1.0 FTE Airport Public Safety & Security Manager (pay grade 35M) in the Airport division of the Department of Transportation.

Attachments: [24-931 DEPARTMENTAL REQUEST](#)
[24-931 DEPARTMENTAL RESOLUTION](#)
[24-931 DEPARTMENTAL FISCAL NOTE](#)
[24-931 DHR REPORT \(AIRPORT PUBLIC SAFETY & SECURITY MANAGER\) \(received 11/15/24\)](#)
[24-931 DHR REPORT \(MANAGER ASSISTANT AIRPORT OPERATIONS\) \(received 11/15/24\)](#)
[24-931 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Lindsey Peterson, Operating Budget Manager, Budget Division, Office of Strategy, Budget, and Performance (virtually)

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

Aye: 4 - Vincent, Johnson Jr., Wasserman and Logsdon

Excused: 1 - Martin

E-COMMENTS - 1

- 11 [24-15](#) eComments submitted to the Committee on Personnel via the County Legislative Information Center (CLIC).

*The Office of the County Clerk collects eComments via CLIC, and appends these official public records to Reference File No. 24-15 at the conclusion of each meeting.

There were no appearances for Item 11.

There were no eComments submitted for the December 3, 2024, meeting.

The December 3, 2024, record of eComments was DISCUSSED WITH NO ACTION TAKEN.

The foregoing items were not considered in agenda order.

Length of meeting: 2:33 p.m. to 5:18 p.m.

Adjourned,

**Clarence H. Kinnard
Committee Coordinator
Legislative Services, Office of the County Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for the Committee on Personnel is Tuesday, January 14, 2025, at 2:30 p.m.

Approval Tracking System review must be completed in Legistar on or before Friday, December 27, 2024, at 5:00 p.m., for the January meeting cycle.