



# Milwaukee County

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

## Meeting Minutes Personnel Committee

*Chairperson: Supervisor James "Luigi" Schmitt*  
*Committee Coordinator: Shanin R. Brown, (414) 278-4073*  
*Research Analyst: Steve Cady, (414) 278-4347*

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Friday, December 2, 2016

9:00 AM

Room 201B

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### Call To Order

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

### RESOLUTION - 1

1      [16-698](#)      A resolution recognizing the second Monday of October as Indigenous Peoples' Day.

**Sponsors:**      Weishan Jr.

**Attachments:**      [RESOLUTION](#)  
                                  [FISCAL NOTE](#)

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

Allison Jornlin, 4th Grade Teacher, Indian Community School (ICS)  
Austin Martins, ICS  
Jasmine Lopez, ICS  
Adriana Sansone, ICS  
Taylor Schmeling, ICS  
Carl Thompson, ICS  
Grace Flores, ICS  
Sofia Santellan, ICS

The following people registered in favor of this item but did not speak:

Aubree Peters, Indian Community School (ICS)  
Jianna Danforth, ICS  
Anthony Gomez, ICS  
Ison McNutt, ICS  
Ostokhwi-Wheelock-Flores, ICS  
Rhianna Grose, ICS  
Nevaeh Tomow, ICS  
Isabela Vargas, ICS  
Tayden Weber, ICS  
Rudy Maldonado, ICS  
Davon Muslim, ICS  
Zachary Thompson, ICS  
Milagro Hiawatha Jones, ICS

Supervisor Staskunas was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative. There being no objections by Committee members, it was so ordered by the

Chairman.

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

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

**DEPARTMENT OF HUMAN RESOURCES - 8**

2      [16-659](#)

From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072.

- Attachments:**      [REPORT](#)  
                                  [TENTATIVE AGREEMENT](#)  
                                  [RATIFICATION LETTER](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL ANALYSIS](#)  
                                  [HR MEMO](#)

**APPEARANCE:**

Luis Padilla, Director of Employee Relations, Department of Human Resources

Robert Kaslick, President, Milwaukee County Fire Fighters Association, International Association of Fire Fighters, Local 1072, appeared and spoke in favor of this item.

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

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

- 3      [16-610](#)      From the Director of Employee Relations, Department of Human Resources, requesting ratification of the 2015-2016 Memorandum of Agreement between Milwaukee County and the Milwaukee County Fire Fighters' Association, International Association of Fire Fighters, Local 1072.

**Attachments:**      [REPORT](#)  
                                  [TENTATIVE AGREEMENT](#)  
                                  [RATIFICATION LETTER](#)  
                                  [REVISED RESOLUTION](#)  
                                  [REVISED FISCAL ANALYSIS](#)

**A motion was made by Supervisor Weishan, Jr., that this Action Report be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:**

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

#### **CLOSED SESSION - ITEM 4**

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing 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.

The Committee did not adjourn into closed session.

- 4      [16-654](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, providing an informational report relative to: Reclassification of Existing positions; Advancements within the Pay Range; Reallocations of Non-Represented positions; 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.

**Attachments:**      [REPORT](#)  
                                  [OBJECTION LETTER \(11/15/16\)](#)  
                                  [COST ANALYSIS MEMO](#)

**APPEARANCES:**

**Rick Ceschin, Director of Talent Acquisition and Human Resource Operations, Department of Human Resources (DHR)**  
**Kerry Mitchell, Chief Human Resources Officer, DHR**  
**Jeanne Dorff, Chief Operating Officer, Department of Health and Human Services**

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

- 5      [16-676](#)      From the Chief Human Resources Officer, Department of Human Resources (DHR), and the Director of Talent Acquisition and Human Resource Operations, DHR, requesting authorization to implement strategies designed to provide flexibility in recruiting for difficult-to-fill positions.

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

**APPEARANCES:**

Rick Ceschin, Director of Talent Acquisition and Human Resource Operations,  
Department of Human Resources

Brian Dranzik, Director, Department of Transportation

Steve Cady, Director of Research and Policy, Research Services Division,  
Office of the Comptroller

Michael Hafemann, Superintendent, House of Correction

Thomas Sudol appeared and spoke for information only.

Supervisor Schmitt introduced PER Amendment 1, which is attached to this file.

**A motion was made by Supervisor Staskunas that this Action Report be AMENDED. The motion PREVAILED by the following vote:**

**Aye:** 4 - Weishan Jr., Staskunas, Sebring and Schmitt

**No:** 1 - Taylor (2)

**A motion was made by Supervisor Weishan, Jr., that this Action Report be LAID OVER TO THE CALL OF THE CHAIR. The motion FAILED by the following vote:**

**Aye:** 2 - Weishan Jr. and Taylor (2)

**No:** 3 - Staskunas, Sebring and Schmitt

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

**Aye:** 3 - Staskunas, Sebring and Schmitt

**No:** 2 - Weishan Jr. and Taylor (2)

- 6      [16-675](#)      From the Chief Human Resources Officer, Department of Human Resources (DHR), and the Director, Retirement Plan Services Division, DHR, providing an informational update regarding the Internal Revenue Service Voluntary Correction Plan. **(Considered by the Committees on Personnel and Finance and Audit)**  
**(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments:      [REPORT](#)  
                                 [PENSION ANALYSIS](#)

**APPEARANCES:**

Marianne Ninneman, Director, Retirement Plan Services Division, Department of Human Resources (DHR)  
Kerry Mitchell, Chief Human Resources Officer, DHR  
Dr. Raisa Koltun, Chief of Staff, Office of the County Executive

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

**Items 7 through 9 were considered together.**

- 7      [16-633](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a Community Engagement Coordinator in the Office of African American Affairs.

Attachments:      [HR REPORT](#)  
                                 [RESOLUTION](#)  
                                 [FISCAL NOTE](#)

**APPEARANCES:**

Rick Ceschin, Director of Talent Acquisition and Human Resource Operations, Department of Human Resources (DHR)  
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller  
Kerry Mitchell, Chief Human Resources Officer, DHR

Supervisor Schmitt requested that Item 7 through Item 9 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 7, 8, and 9 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

**Aye:** 4 - Weishan Jr., Staskunas, Sebring and Schmitt

**No:** 1 - Taylor (2)

**Items 7 through 9 were considered together.**

- 8      [16-694](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a Conservation, Research, and Sustainability Coordinator at the Milwaukee County Zoo.

**Attachments:**      [HR REPORT](#)  
                                 [RESOLUTION](#)  
                                 [FISCAL NOTE](#)

**APPEARANCES:**

Rick Ceschin, Director of Talent Acquisition and Human Resource Operations, Department of Human Resources (DHR)  
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller  
Kerry Mitchell, Chief Human Resources Officer, DHR

Supervisor Schmitt requested that Item 7 through Item 9 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 7, 8, and 9 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

**Aye:** 4 - Weishan Jr., Staskunas, Sebring and Schmitt

**No:** 1 - Taylor (2)

**Items 7 through 9 were considered together.**

- 9      [16-696](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of a temporary Staff Veterinarian at the Milwaukee County Zoo.

**Attachments:**      [HR REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)

**APPEARANCES:**

Rick Ceschin, Director of Talent Acquisition and Human Resource Operations,  
Department of Human Resources (DHR)  
Steve Cady, Director of Research and Policy, Research Services Division,  
Office of the Comptroller  
Kerry Mitchell, Chief Human Resources Officer, DHR

Supervisor Schmitt requested that Item 7 through Item 9 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 7, 8, and 9 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

**Aye:** 4 - Weishan Jr., Staskunas, Sebring and Schmitt

**No:** 1 - Taylor (2)

**DEPARTMENT OF PARKS, RECREATION, AND CULTURE - 2**

**Items 10 and 11 were considered together.**

- 10**      [16-715](#)      From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Mr. Michael Nowakowski, allowing him to continue to serve in the position of Park Maintenance Worker 2 In-Charge for the DPRC, for the period effective October 14, 2016, through December 31, 2016.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)

**APPEARANCE:**  
Rick Ceschin, Director of Talent Acquisition and Human Resource Operations,  
Department of Human Resources

Supervisor Schmitt requested that Items 10 and 11 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Sebring that the Action Reports associated with Items 10 and 11 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

**Items 10 and 11 were considered together.**

- 11      [16-717](#)      From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Mr. Eddie Strong, allowing him to continue to serve in the position of Park Maintenance Worker for the DPRC, for the period effective October 14, 2016, through December 31, 2016.

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION](#)  
                                  [FISCAL NOTE](#)

**APPEARANCE:**  
**Rick Ceschin, Director of Talent Acquisition and Human Resource Operations,**  
**Department of Human Resources**

**Supervisor Schmitt requested that Items 10 and 11 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.**

**A motion was made by Supervisor Sebring that the Action Reports associated with Items 10 and 11 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:**

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

**RESOLUTION/ORDINANCE - 1**

- 12      [16-677](#)      From Corporation Counsel, requesting authorization to amend Section 201.24(4.1) of the Milwaukee County Code of General Ordinances, as it pertains to the "Rule of 75." (**Referred to the Committee on Personnel and the Pension Study Commission**)

**Attachments:**      [REPORT](#)  
                                  [RESOLUTION/ORDINANCE](#)  
                                  [FISCAL NOTE](#)  
                                  [PENSION ANALYSIS](#)  
                                  [SECRETARY OF THE PENSION BOARD CERTIFICATE \(11/16/16\)](#)  
                                  [BUCK CONSULTANTS - RULE OF 75 REPORT \(06/16/16\)](#)  
                                  [PER Amendment 1](#)

**APPEARANCES:**

James Carroll, Assistant Corporation Counsel  
Steve Cady, Director of Research and Policy, Research Services Division,  
Office of the Comptroller  
Supervisor Michael Mayo, Sr., District 7, Milwaukee County Board of  
Supervisors  
Colleen Foley, Interim Corporation Counsel

Larry Langer, Principal and Consulting Actuary, Buck Consultants, LLC,  
appeared and spoke in favor of this item.

Mr. Carroll distributed the Certificate from the Pension Board Secretary, and the June 2016 Buck Consultants, LLC, report regarding the Rule of 75, which are both attached to this file.

Supervisor Schmitt introduced PER Amendment 1, which is attached to this file.

**A motion was made by Supervisor Weishan, Jr., that this Resolution/Ordinance be AMENDED. The motion PREVAILED by the following vote:**

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

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

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

**Length of meeting: 9:03 a.m. to 12:03 p.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, January 20, 2017. All agenda setting copies MUST be in the Committee Coordinator's possession by 4:00 p.m. on Friday, January 6, 2017.