



# 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 Brown, (414) 278-4073  
Research Analyst: Steve Cady, (414) 278-4347*

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Friday, June 17, 2016

9:00 AM

Room 201B

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### Call To Order

### Roll Call

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

### ORDINANCE - 1

- 1      [16-69](#)      From the County Executive, requesting authorization to amend Sections 201.24(8.5) and (8.17) of the Milwaukee County Code of General Ordinances to provide a fiscal analysis before action by the Pension Board on any interpretation of Employees' Retirement System (ERS), any decision on benefits in ERS, or any proposed modification of the rules of ERS. **(Referred to the Committee on Finance, Personnel, and Audit, Pension Board, and Pension Study Commission) (01/28/16 & 03/10/16: Laid Over to the Call of the Chair; 05/26/16: Referred back to FPA by the County Board)**

**Attachments:**      [REPORT](#)  
[RESOLUTION/ORDINANCE](#)  
[FISCAL NOTE](#)  
[BUCK CONSULTANTS ANALYSIS](#)  
[PENSION BOARD REFERRAL](#)  
[PENSION BOARD SECRETARY'S CERTIFICATE](#)  
[FPA AMENDMENT 1 \(01/28/16\)](#)  
[FPA AMENDMENT 1 \(03/10/16\)](#)  
[CB Resolution](#)

#### APPEARANCES:

Jon Janowski, Director of Legislative Affairs, Office of the County Executive  
Marian Ninneman, Director, Retirement Plan Services, Department of Human Resources  
Scott Manske, Milwaukee County Comptroller  
Jerry Heer, Director of Audits, Audit Services Division, Office of the Comptroller  
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

James Carroll, Corporation Counsel, on behalf of the Milwaukee County Pension Board

Dennis Hughes, American Federation of State, County, and Municipal Employees, appeared and spoke against this item.

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

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

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

## RESOLUTIONS - 2

2      [16-303](#)

A resolution/ordinance to amend Section 17.17(1) of the Milwaukee County Code of General Ordinances relating to vacation benefits for newly hired employees.

**Sponsors:**      Alexander

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

**APPEARANCES:**

Supervisor Deanna Alexander, District 18

Matt Hanchek, Director of Employee Benefits, Department of Human Resources

Scott Manske, Milwaukee County Comptroller

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

Steve Kroll, American Federation of State, County, and Municipal Employees, appeared and spoke against this item.

A motion was made by Supervisor Weishan, Jr., that this Ordinance 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

- 3      [16-305](#)      A resolution/ordinance to amend Section 17.17(1) of the Milwaukee County Code of General Ordinances relating to vacation benefits and service credit with other Wisconsin governmental employers.

Sponsors:      Alexander

Attachments:      [RESOLUTION/ORDINANCE](#)  
[FISCAL NOTE](#)

**APPEARANCES:**

Supervisor Deanna Alexander, District 18

Matt Hanchek, Director of Employee Benefits, Department of Human Resources (DHR)

Rick Ceschin, Director of Human Resources Operations and Talent Acquisition, DHR

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

Assistant Fire Chief Alonzo Chapman, General Mitchell International Airport, appeared and spoke in favor of this item.

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

**Aye:** 4 - Weishan Jr., Staskunas, Taylor (2) and Schmitt

**No:** 1 - Sebring

## COMPENSATION WORKGROUP - 2

Items 4 and 5 were considered together.

- 4      [16-73](#)      From the Compensation Workgroup, providing an informational report regarding recommendations to move from pay steps to pay ranges, implement administrative procedures to implement range changes and clarify roles and responsibilities, create a method of using performance evaluations in compensation decisions, and update County ordinances to reflect the recommendations of the Compensation Workgroup. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (05/19/16: Laid Over for One Meeting)**

Attachments:      [REPORT](#)  
[SUPPLEMENTAL REPORT \(02/26/16\)](#)  
[FISCAL ANALYSIS](#)

**APPEARANCES:**

Scott Manske, Milwaukee County Comptroller

Teig Whaley-Smith, Director, Department of Administrative Services

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources

Kevin Schoofs, American Federation of State, County, and Municipal Employees, Local 567, registered to speak for information only regarding this item but did not appear before the Committee.

Supervisor Weishan, Jr., requested that Items 4 and 5 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 Informational Report associated with Item 4 and the Resolution/Ordinance associated with Item 5 be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by unanimous consent.

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

**5**      [16-217](#)

From the Compensation Workgroup, requesting authorization to create Section 17.056 of the Milwaukee County Code of General Ordinances, related to compensation administration.

**Attachments:**    [SUPPLEMENTAL REPORT \(02/26/16\)](#)  
[RESOLUTION/ORDINANCE](#)  
[FISCAL NOTE](#)  
[FISCAL ANALYSIS](#)

**APPEARANCES:**

Scott Manske, Milwaukee County Comptroller  
Teig Whaley-Smith, Director, Department of Administrative Services  
Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources

Supervisor Weishan, Jr., requested that Items 4 and 5 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 Informational Report associated with Item 4 and the Resolution/Ordinance associated with Item 5 be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by unanimous consent.

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

**HUMAN RESOURCES - 3**

**Items 6 and 7 were considered together.**

- 6**      [16-372](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Human Service Worker- Bilingual Spanish position, in the Department of Health and Human Services.

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

**APPEARANCE:**

**Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources**

Supervisor Weishan, Jr., requested that Items 6 and 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Staskunas that the Action Reports associated with Items 6 and 7 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

- 7**      [16-373](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Human Service Worker - Juvenile Justice position, in the Department of Health and Human Services.

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

**APPEARANCE:**

**Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources**

Supervisor Weishan, Jr., requested that Items 6 and 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Staskunas that the Action Reports associated with Items 6 and 7 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

8 [16-348](#)

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. **(Recommendations to be implemented unless Supervisor(s) object)**

**Attachments:** [REPORT](#)  
[OBJECTION LETTER \(05/27/16\)](#)  
[BY THE COMMITTEE RESOLUTION](#)  
[FISCAL NOTE](#)  
[CB Resolution](#)

**APPEARANCES:**

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources (DHR)

Rick Ceschin, Director of Human Resources Operations and Talent Acquisition, DHR

Scott Manske, Milwaukee County Comptroller

Jerry Heer, Director of Audits, Audit Services Division, Office of the Comptroller

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

Joseph J. Czarnecki, Milwaukee County Clerk

Dennis Hughes, American Federation of State, County, and Municipal Employees appeared and spoke against this item.

A motion was made by Supervisor Weishan, Jr., that all Reclassifications listed in the monthly Informational Report be **RECOMMENDED FOR REJECTION**. He later withdrew the motion, therefore a vote was not taken.

A By the Committee Resolution recommending rejection is attached to this file.

A motion was made by Supervisor Staskunas that all Reclassifications (excluding Org. Unit 3010-Election Commission) listed in the monthly Informational Report be **RECOMMENDED FOR REJECTION**. The balance of personnel transactions will be implemented. The motion **PREVAILED** by the following vote:

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

The foregoing items were not necessarily considered in agenda order.

Length of Meeting: 9:00 a.m. to 12:19 p.m.

Adjourned,

**Janelle M. Jensen**  
**Senior Committee Coordinator**  
**Committee on Personnel**

Deadline for the next meeting: The next regular meeting of the Committee on Personnel is Friday, July 15, 2016.

All items must be in the Committee Coordinator's possession by 4:00 p.m., on Friday, July 1, 2016.