



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

Monday, October 23, 2017

1:30 PM

Room 201B

Call To Order

Roll Call

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

COMBINED COURT RELATED OPERATIONS - 1

- 1 [17-622](#) From the Clerk of Circuit Court, Combined Court Related Operations, providing an informational report regarding the Department's pay equity plan. **(09/28/17 CB Meeting: Referred to the Committee on Personnel and Corporation Counsel) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-622 REPORT](#)
[17-622 SUMMARY](#)
[17-622 EMAIL ATTACHMENT](#)
[17-622 BY THE COMMITTEE RESOLUTION](#)
[17-622 FISCAL NOTE](#)
[17-622 COUNTY BOARD RESOLUTION](#)
[17-622 CORPORATION COUNSEL MEMO](#)
[17-622 LEGAL OPINION \(09/18/03\)](#)

APPEARANCES:

John Barrett, Clerk of Circuit Court, Combined Court Related Operations
Colleen Foley, Deputy Corporation Counsel, Office of Corporation Counsel
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

Brenda Ottesen, Assistant Chief Deputy Clerk of Court, Combined Court Related Operations, appeared but did not speak regarding this item.

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

DEPARTMENT OF HUMAN RESOURCES - 3

- 2 [17-676](#) From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2017 Memorandum of Agreement between Milwaukee County (the County) and the bargaining unit for the Technicians, Engineers, and Architects of the County. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [17-676 REPORT](#)
 [17-676 RESOLUTION](#)
 [17-676 FISCAL ANALYSIS](#)
 [17-676 TENTATIVE MEMORANDUM OF AGREEMENT](#)
 [17-676 RATIFICATION LETTER](#)

APPEARANCE:

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

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 [17-684](#) From the Chief Human Resources Officer, Department of Human Resources, requesting retroactive authorization to grant a 0.30 percent base wage increase to members of the Association of Milwaukee County Attorneys; Wisconsin Federation of Nurses and Health Professionals, Local 5000; Technicians, Engineers, and Architects of Milwaukee County; and the Milwaukee Building & Construction Trades Council effective Pay Period 14, June 18, 2017.

Attachments: [17-684 REPORT](#)
 [17-684 RESOLUTION](#)
 [17-684 FISCAL NOTE](#)

APPEARANCE:

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

A motion was made by Supervisor Staskunas 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

- 4 [17-685](#) From the Chief Human Resources Officer, 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. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-685 REPORT](#)
 [17-685 OBJECTION LETTER \(10/02/17\)](#)
 [17-685 OFFICE OF EMERGENCY MANAGEMENT - 911 Division Manager](#)
 [17-685 OFFICE OF EMERGENCY MANAGEMENT - Emergency Management Administrator](#)

APPEARANCES:

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

Dan Goeden, Director, Fleet Management Division, Department of Transportation

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

OFFICE OF THE SHERIFF - 1

- 5 [17-701](#) From the Office of the Sheriff, requesting an extension of Temporary Assignment to a Higher Classification for: Mr. Aaron P. Dobson, allowing him to continue to serve in the position of Deputy Inspector; Mr. Daniel K. Dittberner, allowing him to continue to serve in the position of Sheriff's Office Captain; Mr. Brad M. Lessila, allowing him to continue to serve in the position of Deputy Sheriff Lieutenant; Mr. Thomas E. Beal, allowing him to continue to serve in the position of Deputy Sheriff Lieutenant; and Ms. Terina L. Cunningham, allowing her to continue to serve in the position of Corrections Officer Lieutenant, for the Office of the Sheriff, through April 15, 2018, or until the positions are filled permanently.

Attachments: [17-701 REPORT](#)
 [17-701 RESOLUTION](#)
 [17-701 FISCAL NOTE](#)

APPEARANCES:

Inspector James Cox, Office of the Sheriff

William Lethlean, Public Safety Fiscal Administrator, Office of the Sheriff

A motion was made by Supervisor Staskunas 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

MILWAUKEE COUNTY BOARD OF SUPERVISORS - 3

- 6 [17-715](#) From the Milwaukee County Board of Supervisors, 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)

APPEARANCE:

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

Chairman Schmitt requested unanimous consent that Item 6 be LAID OVER FOR ONE MEETING. There being no objections by Committee members, it was so ordered by the Chairman.

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

- 7 [17-723](#) From the Milwaukee County Board of Supervisors, requesting a verbal informational update from the Interim Director, Retirement Plan Services, Department of Human Resources, the Office of Corporation Counsel, and the Office of the Comptroller, regarding policy alternatives relative to overpayments and underpayments in the Milwaukee County Employee Retirement System. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

**Scott Manske, Milwaukee County Comptroller, Office of the Comptroller
Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services
CJ Pahl, Budget and Management Coordinator, Office of the Comptroller**

This Informational Verbal Report was DISCUSSED WITH NO ACTION TAKEN.

- 8 [17-724](#) From the Milwaukee County Board of Supervisors, requesting a written informational report from the Chief Human Resources Officer, Department of Human Resources, regarding the October 2017 guidance from the Office of the County Executive relative to policies for urgent salary change requests, to include the change that the Department of Administration will no longer certify that there are sufficient funds available in departmental budgets for certain position actions. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-724 COMPENSATION CHANGE ALLOCATIONS](#)
[17-724 URGENT SALARY INCREASES](#)
[17-724 COMPENSATION CHANGE FORM](#)
[17-724 BUDGET AND COMPENSATION UPDATE](#)
[17-724 HUMAN RESOURCES SERVICE TEAMS](#)
[17-724 CHAPTER 17.05, MCCGO](#)
[17-724 CHAPTER 17.055, MCCGO](#)
[17-724 COMPENSATION RELATED REQUESTS](#)

APPEARANCES:

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

Teig Whaley-Smith, Director, Department of Administrative Services

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

RETIREMENT PLAN SERVICES - 1

- 9 [17-727](#) From the Interim Director, Retirement Plan Services (RPS), Department of Human Resources, and Director of Risk Management, Department of Administrative Services, providing an informational report regarding Phases 2 & 3 of the Agreed Upon Procedures audit review by Baker Tilly and the monthly RPS update. **(Considered by the Committees on Personnel, and Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-727 REPORT](#)
[17-727 AGREED UPON PROCEDURES PHASE 2](#)
[17-727 AGREED UPON PROCEDURES PHASE 3](#)
[17-727 ACTUARIAL AWARD RECOMMENDATION](#)

APPEARANCE:

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

The following people appeared and spoke for information only regarding this item:

Wayne T. Morgan, Partner, Baker Tilly

Tom Wojcinski, Principal, Baker Tilly

The following people appeared but did not speak regarding this item:

Jessica Jochman, Senior Manager, Baker Tilly

Emily Di Nardo, Consulting Manager, Baker Tilly

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

Length of meeting: 1:33 p.m. to 3:17 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, December 1, 2017. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession on or before Monday, November 13, 2017, at 4:00 p.m.