

From: [Koltun, Raisa](#)
To: [DL CBRD CtyBrd Supervisors](#)
Cc: [Abele, Chris](#); [Manske, Scott](#)
Subject: Salary cuts
Date: Thursday, July 27, 2017 9:32:06 AM

Chairman and Supervisors,

You will have a resolution in front of you today that would significantly cut the salary of 4 incumbent department/division heads (Brian Dranzik, Teig Whaley Smith, Steve Kreklow and Kerry Mitchell). We would ask that you layover the item for several reasons:

- There is a planned mediation that can resolve these issues.
- This resolution further opens the County and the Supervisors personally to legal risk because specific individuals are targeted (out of dozens of other department/division heads or thousands of employees) for salary cuts, with no real basis.
- This action will only protract the conflict that can be resolved by sitting down and working through the issue.
- This action conflicts with statute and the judge's order.
- The data presented in the resolution is wrong. We can provide accurate and more appropriate comparable data.

Unless there's a reason to rush to cut department/division head salaries, we would ask that you lay this over and give us a chance to work through these issues with the Chairman.

Sincerely,

Raisa

Raisa Koltun
Chief of Staff to County Executive Chris Abele
901 N. 9th St., Room 306
Milwaukee, WI 53233
Phone: 414.278.4338



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From: [Koltun, Raisa](#)
To: [DL CBRD CtyBrd Supervisors](#)
Subject: Salary cuts continued..
Date: Thursday, July 27, 2017 10:57:06 AM

Chairman and Supervisors - I'd like to clarify that the 4 incumbents that will have their salaries cut **did not** get any raises outside of the countywide raises. The cuts are to the salary level they were hired at. Again, there were no raises.

Raisa

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Chief of Staff to County Executive Chris Abele
901 N. 9th St., Room 306
Milwaukee, WI 53233
Phone: 414.278.4338



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Subject: FW: Salary cuts

From: Koltun, Raisa
Sent: Thursday, July 27, 2017 5:16 PM
To: Staskunas, Anthony; DL CBRD CtyBrd Supervisors
Cc: Abele, Chris; Manske, Scott
Subject: Re: Salary cuts

Chairman and Supervisors,

I'd like to clarify my comment about personal risk in my email this morning. While obviously this would be decided by a judge, there is an exception to the immunity provision for ill-intended and malicious acts, especially those that conflict with the law - which the resolution passed today seems to embody. I raise this issue not as a threat but simply to highlight that rushing through issues like this exposes the County to increased risks of costly litigation and the potential loss of statutory exemptions like discretionary immunity. A measured approach to these issues is in everyone's best interests.

The only threat I see is the one against our department leaders - a direct threat to their take home pay that seems to target very specific people.

Please let me know if you'd like to discuss further.

Raisa

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Chief of Staff to County Executive Chris Abele
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Milwaukee, WI 53233
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From: Dieckgraeff, Krista on behalf of Staskunas, Anthony
Sent: Thursday, July 27, 2017 11:25 AM

To: Koltun, Raisa
Subject: Re: Salary cuts

Good Morning Raisa,

I wanted to address your statement that Supervisors would be open, personally, to legal risk as a result of this vote. That sounds threatening. Where did you get the information supporting this statement? Have you consulted with Corporation Counsel, or outside counsel on this issue?

Thanks,

Tony

From: Koltun, Raisa
Sent: Thursday, July 27, 2017 9:32:03 AM
To: DL CBRD CtyBrd Supervisors
Cc: Abele, Chris; Manske, Scott
Subject: Salary cuts

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Sincerely,

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