



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

Friday, October 21, 2016

9:00 AM

Room 201B

PLEASE NOTE: All items advancing to the County Board from this committee will be considered at the Thursday, November 3, 2016, meeting.

Call To Order

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

Supervisor Taylor (2) was not present at the time the roll was called, but appeared shortly thereafter.

DEPARTMENT OF HUMAN RESOURCES - 10

Items 1 through 7 were considered together.

- 1 [16-614](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Substance Abuse and Mental Health Services Administration Program Manager in the Department of Health and Human Services. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

Excused: 1 - Taylor (2)

2 [16-615](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Community Intervention Specialist in the Department of Health and Human Services. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

Excused: 1 - Taylor (2)

3 [16-616](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for an Administrative Assistant in the Department of Health and Human Services. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

Excused: 1 - Taylor (2)

- 4 [16-617](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Deputy Court Clerk in Combined Court Related Operations. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

APPEARANCE:

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

Excused: 1 - Taylor (2)

- 5 [16-618](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Deputy Division Administrator in Combined Court Related Operations. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

APPEARANCE:

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

Excused: 1 - Taylor (2)

6 [16-624](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for an Assistant Sensitive Crimes Victim Advocate in the District Attorney’s Office. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

Excused: 1 - Taylor (2)

7 [16-626](#) From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification for a Victim Witness Advocate in the District Attorney’s Office. **(Referred to the Committee on Personnel, and the Department of Human Resources)**

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

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

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 1-7 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

Excused: 1 - Taylor (2)

- 8 [16-594](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding the 2016 Employee Engagement Initiative. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)

APPEARANCE:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources (DHR)

Karen Kimple, Project Manager, DHR, appeared but did not speak regarding this item.

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

- 9 [16-625](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding unclassified pay ranges. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources (DHR)

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

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

A motion was made by Supervisor Taylor (2), that this Informational Report be RECOMMENDED TO BE RECEIVED AND PLACED ON FILE. The motion PREVAILED by the following vote:

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

- 10 [16-596](#) 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) (10/07/16: Objection Filed)**

Attachments: [REVISED REPORT](#)
 [OBJECTION LETTER](#)

APPEARANCES:

Mike Blickhahn, Director of Compensation/Human Resources Information System, Department of Human Resources
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

APPOINTMENT - 1

- 11 [16-600](#) From the County Executive, appointing Ms. Kerry Mitchell as the Chief Human Resources Officer for Milwaukee County for a term ending November 3, 2020.

Attachments: [APPOINTMENT LETTER](#)
 [LETTERS OF SUPPORT](#)
 [RESUME](#)
 [AUGUST 2016 HR REPORT](#)
 [2016 HR PRESENTATION](#)
 [SUPPORTING DOCUMENT](#)

APPEARANCES:

Chris Abele, Milwaukee County Executive
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Amy Pechacek, Director of Risk Management, Risk Management Division, Department of Administrative Services (DAS)
Teig Whaley-Smith, Director, DAS
Christine Westrich, Director, Office of Emergency Management
Laurie Panella, Chief Information Officer, Information Management Services Division, DAS
Mike Hafemann, Superintendent, House of Correction
Brian Dranzik, Director, Department of Transportation
Colleen Foley, Interim Corporation Counsel, Office of Corporation Counsel

Tim DeBruin, Project Search, appeared and spoke in favor of this item.

David Eisner, American Federation of State, County and Municipal Employees (AFSCME), District Council 32, appeared and spoke against this item.

Kevin Schoofs, AFSCME, Local 567, registered against this item but did not speak.

A motion was made by Supervisor Weishan, Jr., that this Appointment be **RECOMMENDED FOR REJECTION**. The motion **FAILED** by the following vote and will be reported without recommendation due to a tie vote:

Aye: 2 - Weishan Jr. and Schmitt

No: 2 - Staskunas and Sebring

Excused: 1 - Taylor (2)

Length of meeting: 9:00 a.m. to 10:49 a.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 2, 2016. All agenda setting copies MUST be in the Committee Coordinator's possession by 4:00 p.m. on Monday, November 14, 2016.