



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, July 15, 2016

9:00 AM

Room 201B

Call To Order

Present 4 - Weishan Jr., Sebring, Taylor (2) and Schmitt

Excused 1 - Staskunas

APPOINTMENT - 1

- 1 [16-401](#) From the County Executive, appointing Ms. Melissa Soberalski to the Milwaukee County Personnel Review Board for completion of the term previously held by Ms. Susan Lueger, expiring October 31, 2016.

Attachments: [REVISED APPOINTMENT LETTER](#)
 [BIOGRAPHY/RESUME](#)

APPEARANCE:

Jon Janowski, Program and Policy Coordinator, Office of the County Executive

Melissa Soberalski, Appointee, appeared and spoke for information only regarding this item.

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

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

Excused: 1 - Staskunas

RESOLUTIONS/ORDINANCES - 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. **(06/17/16: Laid Over to the Call of the Chair)**

Sponsors: Alexander

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

APPEARANCES:

Supervisor Deanna Alexander, District 18
Matt Hanchek, Director of Benefits and Human Resource Metrics, Department of Human Resources (DHR)
Colleen Foley, Interim Corporation Counsel, Office of Corporation Counsel
Kerry Mitchell, Chief Human Resources Officer, DHR

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

Supervisor Weishan, Jr., requested a written report from the Department of Human Resources addressing questions and concerns of the Committee, and a written response/opinion from Corporation Counsel addressing Milwaukee County Ordinance and Wisconsin State Statute concerns.

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

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

Excused: 1 - Staskunas

- 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.
(06/17/16: Laid Over to the Call of the Chair)

Sponsors: Alexander

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

APPEARANCES:

Supervisor Deanna Alexander, District 18
Matt Hanchek, Director of Benefits and Human Resource Metrics, Department of Human Resources, (DHR)
Kerry Mitchell, Chief Human Resources Officer, DHR
Alonzo Chapman, Assistant Fire Chief, Milwaukee County Fire Department, General Mitchell International Airport

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 Resolution/Ordinance be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

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

Excused: 1 - Staskunas

OFFICE OF THE COMPTROLLER/DEPARTMENT OF HUMAN RESOURCES - 1

- 4 [16-428](#) **2016 Adopted Budget Amendment 1A007:** From the Milwaukee County Board of Supervisors, requesting an informational report from the Milwaukee County Comptroller and the Chief Human Resources Officer, Department of Human Resources, outlining specific positions earning less than the market minimum and the fiscal impact of raising those rates. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [HR REPORT](#)
 [COST OF MOVING TO MARKET MINIMUM PAY RATES](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources (DHR)
Mike Blickhahn, Director of Compensation/ Human Resources Information System, DHR
John Barrett, Clerk of Circuit Court
Steve Cady, Director of Research and Policy, Research Services Division,

Office of the Comptroller
Scott Manske, Milwaukee County Comptroller

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

Thomas S. Sudol, Highway Maintenance Worker, Department of Parks, Recreation, and Culture, appeared and spoke in favor of this item.

A motion was made by Supervisor Weishan, Jr., that an action item be submitted for the September 2016 cycle by the Milwaukee County Comptroller and DHR, to include a resolution and fiscal note implementing 2016 Adopted Budget Amendment 1A007, bringing employees up to market minimum rates. The motion PREVAILED by unanimous consent.

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

DEPARTMENT OF HUMAN RESOURCES - 2

- 5 [16-417](#) From the Director, Department of Human Resources, requesting approval of the classification of Academic Program Manager in the Office of Emergency Management.

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

APPEARANCES:

Christine Westrich, Director, Office of Emergency Management
Mike Blickhann, Director of Compensation/Human Resources Information System, 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: 4 - Weishan Jr., Sebring, Taylor (2) and Schmitt

Excused: 1 - Staskunas

- 6 [16-429](#) 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 \(07/07/16\)](#)
 [BY THE COMMITTEE RESOLUTION](#)
 [FISCAL NOTE](#)

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

David Cullen, Milwaukee County Treasurer

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

Colleen Foley, Interim Corporation Counsel, Office of Corporation Counsel

Laura Schloesser, Chief of Administration and External Affairs Pro tem, Department of Parks, Recreation, and Culture (DPRC)

Rex Queen, Deputy County Treasurer, appeared but did not speak regarding this item.

Jen Francis, Incoming Chief of Administration and External Affairs, DPRC, appeared but did not speak regarding this item.

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

A By the Committee resolution recommending rejections is attached to this file.

A motion was made by Supervisor Weishan, Jr., that all reclassifications listed in the monthly Informational Report (including June 2016 resubmissions) be **RECOMMENDED FOR REJECTION**. The balance of personnel transactions will be implemented. The motion **PREVAILED** by the following vote:

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

Excused: 1 - Staskunas

COMPENSATION WORKGROUP - 2

Items 7 and 8 were considered together.

- 7 [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) (06/17/16: Laid Over to the Call of the Chair)**

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

Supervisor Weishan, Jr., requested that Items 7 and 8 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 7 and the Ordinance associated with Item 8 be LAID OVER TO THE CALL OF THE CHAIR.

The motion PREVAILED by the following vote:

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

Excused: 1 - Staskunas

- 8 [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. **(06/17/16: Laid Over to the Call of the Chair)**

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

Supervisor Weishan, Jr., requested that Items 7 and 8 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 7 and the Ordinance associated with Item 8 be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

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

Excused: 1 - Staskunas

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:06 a.m. to 11:03 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, September 9, 2016.

All items MUST be in the Committee Coordinator's possession by 4:00 p.m. on Friday, August 26, 2016.