

MINUTES OF  
THE BOARD OF DIRECTORS OF  
MILWAUKEE TRANSPORT SERVICES, INC.

January 15, 2019

The meeting of the Board of Directors of Milwaukee Transport Services, Inc. (MTS) was held at Milwaukee County Courthouse, Room 201 on Tuesday, the 15th of January 2019 at 11:00am.

Donna Brown-Martin, opened the meeting and seeing that all members were present, Supervisor John Weishan, Donna Brown-Martin, Julie Esch, Bill Lochemes and Daniel Boehm, a quorum was present. Guests included Tim Hosch, Mark Stein, Sandra Kellner, Rick Ceshin and Nate Holton.

Donna Brown-Martin, asked for approval of the minutes from the last Board meeting on January 10, 2017. Julie Esch made a motion to approve the minutes as presented. Seconded by Bill Lochemes. Vote was called, approval was unanimous.

Donna Brown-Martin took the next agenda item: 02) Approval of self-insurance for matters of Workers Compensation. There is a Department of Workforce Development (DWD) requirement to reaffirm self-funded status for Workers Compensation. MTS uses a third party administrator for Workers Compensation administration. Stop loss insurance of \$1 million is in place. Formal approval is needed every other year (2018 being the next year). A decision to present for approval annually was made for ease of review. Julie Esch motioned to approve self-insurance for matters of Workers Compensation. Bill Lochemes seconded the motion. Vote was called, approval was unanimous.

Agenda item 03) approval of MTS Management representative on the MTS Pension Board. The MTS Pension Bylaws provide for a six-member board. Three from management, two from the union and one from employee international union. The following members were recommended for approval as representatives of MTS Management of the Pension Board. They are Tim Hosch, Sandy Kellner and Rick Ceshin. If a regular member is unable to attend, the following alternates members may be called upon. They are Mark Stein, Nate Holton and Kathi Miller. Being no further discussion, Julie Esch motioned to approve the recommendations with Bill Lochemes seconding the motion. Vote was called, approval was unanimous.

Agenda item 04) approval of MTS officers, manager or agents to enter into contracts. The following MTS officials were authorized to execute contracts on behalf of MTS, they are as follows: MTS President and Managing Director, Dan Boehm, MTS Vice-President and Deputy Director, Mark Stein, and MTS Director of Materials Management, Stephanie Baker.


Agenda item 05) Approval of MTS officers, managers and agents to sign checks, drafts or other orders for payment of money was considered. An exhibit of Bank Account Signature Authorizations with BMO Harris was presented. A two-page handout listed the various banking activities along with the individuals authorized to perform those duties. Tim Hosch, the CFO, read through the two pages and answered any questions that followed. Tim also highlighted in bold print any changes new for 2019. Julie Esch motioned approval with Bill Lochemes seconded. Vote was called, approval was unanimous.

Agenda item 06) approval of the fair market value compensation to be paid for the President and Vice-President MTS. Since MTS engaged Segal Waters for non-represented employees, it also requested an analysis of fair market value compensation for the President and Vice-President. A review of the fair market value compensations study was then presented. Mark Stein introduced Patrick Bracken from Segal Waters Consulting. Patrick went through a sixteen-page handout of the 2018 Compensation and Classification Study. He reviewed how they gathered the data, reviewed current classifications and built a comparison group of external companies of like kind. Segal found that the base pay across all 48 benchmark jobs was below market at the pay range minimum, midpoint and maximum.

Agenda item 07) was a discussion of individuals receiving public record requests and the process in place at MTS to address the requests. MTS had identified a single individual as the custodian of the public records request. Currently, that person is the Director of Diversity and Inclusion, Nate Holton.

Agenda item 08) Distribution of MTS Ethics and Conflict of Interest Policy was the next order of business. The bylaws require a formal distribution to each of the Board members. Signed copies are to be returned to Bill Lochemes. Since this was a bylaw, no action was needed.

There being no further business to come before the Board, a motion to adjourn was made by Julie Esch and seconded by Bill Lochemes. The meeting was adjourned by 12:15pm.



William P. Lochemes, Secretary/Treasurer