



Milwaukee County

County Courthouse
901 N. 9th Street, Rm. 201
Milwaukee, WI 53233

Meeting Minutes Personnel Committee

Chairperson: Supervisor Eddie Cullen

Vice Chairperson: Supervisor Marina Dimitrijevic

Supervisor James "Luigi" Schmitt

Supervisor Willie Johnson, Jr.

Supervisor Dan Sebring

Committee Coordinator: Shanin R. Brown, (414) 278-4073

Research Analyst: Steve Cady, (414) 278-4347

Thursday, June 7, 2018

9:00 AM

Room 201B

Call To Order

Roll Call at 9:06 a.m.

Present 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

APPOINTMENT - 1

- 1 [18-420](#) From the County Executive, appointing Dr. George D. Cashman to the Milwaukee County Pension Board for a term expiring May 18, 2021.

Attachments: [18-420 APPOINTMENT LETTER](#)

[18-420 BIOGRAPHY/RESUME](#)

APPEARANCE:

Evans Gant, Director of Community Relations, Office of the County Executive

Dr. George D. Cashman, Appointee, appeared and spoke in favor of this item.

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

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

RESOLUTION/ORDINANCE - 1**CLOSED SESSION - ITEM 2**

The Committee may adjourn into closed session under the provisions of Section 19.85(1)(e), Wisconsin State Statutes, for the purpose of the Committee deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, and Section (1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary.

The Committee did not adjourn into closed session.

2 [18-260](#)

A resolution/ordinance by the County Executive, requesting authorization to amend Section 201.24(4.5) of the Milwaukee County Code of General Ordinances (the Code) regarding deferred vested retirement; and creating Section 201.24(14.8) of the Code regarding forfeiture of benefits for felonious criminal conduct. **(Referred to the Committees on Judiciary, Safety, and General Services, Personnel, Pension Board, and Pension Study Commission) (JSGS 5/10/18: Laid over for one meeting cycle) (PER 5/10/18: Laid over for one meeting cycle)**

Attachments: [18-260 REPORT](#)
[18-260 RESOLUTION/ORDINANCE](#)
[18-260 FISCAL NOTE](#)
[18-260 ACTUARIAL REVIEW](#)
[18-260 PENSION BOARD REFERRAL LETTER \(03/28/18\)](#)
[18-260 PENSION BOARD RESPONSE](#)

APPEARANCE:

Dr. Raisa Koltun, Chief of Staff, Office of the County Executive

A motion was made by Supervisor Schmitt that this Resolution/Ordinance be **LAI D O V E R T O T H E C A L L O F T H E C H A I R**. The motion **P R E V A I L E D** by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

DEPARTMENT OF HUMAN RESOURCES - 9

Items 3 through 7 were considered together.

- 3** [18-405](#) From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of two Community Intervention Specialist positions (title code 0000800, pay grade 24) in the Department of Health and Human Services. **(Companion Finance and Audit File No. 18-397)**

Attachments: [18-405 REPORT](#)
 [18-405 RESOLUTION](#)
 [18-405 FISCAL NOTE](#)

APPEARANCES:

Dean Legler, Director of Compensation, Human Resources Information System, Department of Human Resources (DHR)
Mark Mertens, Administrator, Delinquency and Court Services Division, Department of Health and Human Services (DHHS)
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, DHR
James Mathy, Administrator, Housing Division, DHHS

Items 3 through 7 were considered together.

Supervisor Schmitt requested that Items 3 through 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Schmitt that the Action Reports associated with Items 3 and 4 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 4 [18-406](#) From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of one Housing Stabilization Assistant position (title code to be determined, pay grade 24) in the Department of Health and Human Services. **(Companion Finance and Audit File No. 18-397)**

Attachments: [18-406 REPORT](#)
 [18-406 RESOLUTION](#)
 [18-406 FISCAL NOTE](#)

APPEARANCES:

Dean Legler, Director of Compensation, Human Resources Information System, Department of Human Resources (DHR)
Mark Mertens, Administrator, Delinquency and Court Services Division, Department of Health and Human Services (DHHS)
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, DHR
James Mathy, Administrator, Housing Division, DHHS

Items 3 through 7 were considered together.

Supervisor Schmitt requested that Items 3 through 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Schmitt that the Action Reports associated with Items 3 and 4 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 5 [18-407](#) From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of one Research, Grants, and Policy Coordinator position (title code to be determined, pay grade 27) in the Youth and Family Services Division, Department of Health and Human Services.

Attachments: [18-407 REPORT](#)
 [18-407 RESOLUTION](#)
 [18-407 FISCAL NOTE](#)

APPEARANCES:

Dean Legler, Director of Compensation, Human Resources Information System, Department of Human Resources (DHR)
Mark Mertens, Administrator, Delinquency and Court Services Division, Department of Health and Human Services (DHHS)
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, DHR
James Mathy, Administrator, Housing Division, DHHS

Items 3 through 7 were considered together.

Supervisor Schmitt requested that Items 3 through 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Schmitt that the Action Reports associated with Items 5 and 6 be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

6 [18-408](#)

From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of one Administrative Coordinator - Project Manager position (title code to be determined, pay grade 27M) in the Department of Health and Human Services.

Attachments: [18-408 REPORT](#)
 [18-408 RESOLUTION](#)
 [18-408 FISCAL NOTE](#)

APPEARANCES:

Dean Legler, Director of Compensation, Human Resources Information System,
Department of Human Resources (DHR)
Mark Mertens, Administrator, Delinquency and Court Services Division,
Department of Health and Human Services (DHHS)
Steve Cady, Director of Research and Policy, Research Services Division,
Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, DHR
James Mathy, Administrator, Housing Division, DHHS

Items 3 through 7 were considered together.

Supervisor Schmitt requested that Items 3 through 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Schmitt that the Action Reports associated with Items 5 and 6 be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 7 [18-409](#) From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of one Administrative Coordinator - Learning and Development Manager position (title code to be determined, pay grade 27M) in the Department of Health and Human Services.

Attachments: [18-409 REPORT](#)
 [18-409 RESOLUTION](#)
 [18-409 FISCAL NOTE](#)

APPEARANCES:

Dean Legler, Director of Compensation, Human Resources Information System, Department of Human Resources (DHR)
Mark Mertens, Administrator, Delinquency and Court Services Division, Department of Health and Human Services (DHHS)
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, DHR
James Mathy, Administrator, Housing Division, DHHS

Items 3 through 7 were considered together.

Supervisor Schmitt requested that Items 3 through 7 be considered together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Schmitt that this Action Report be LAID OVER TO THE CALL OF THE CHAIR. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 8 [18-453](#) From the Director of Compensation, Human Resources Information System, Department of Human Resources, requesting approval of the classification of one Director of Public Affairs and Marketing position (title code to be determined, pay grade 902E) at General Mitchell International Airport. **(Companion Finance and Audit File No. 18-449)**

Attachments: [18-453 REPORT](#)
 [18-453 RESOLUTION](#)
 [18-453 FISCAL NOTE](#)

APPEARANCES:

Brian Dranzik, Airport Director, General Mitchell International Airport
Dean Legler, Director of Compensation, Human Resources Information System, Department of Human Resources

A motion was made by Supervisor Johnson, Jr., that this Action Report be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 9 [18-451](#) From the Benefits Manager, Department of Human Resources (DHR), and Benefits Director, DHR, providing an informational report regarding the department's evaluation, findings, and recommendations regarding Milwaukee County's parental and medical leave per Adopted File No. 18-243. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [18-451 REPORT](#)

APPEARANCES:

Tony Maze, Director of Benefits, Department of Human Resources (DHR)
Michael Stanke, Benefits Manager, DHR
Kerry Mitchell, Chief Human Resources Officer, DHR

A motion was made by Supervisor Dimitrijevic that this Informational Report be LAID OVER TO THE CALL OF THE CHAIR, and REFERRED to the Department of Human Resources to: develop policy alternatives in conjunction with the other staff listed in their report to modernize the County's parental and medical leave rules, with the goal of this effort being to develop, among other things, a modern, gender-blind parental leave benefit that helps support parents and families.

The motion **PREVAILED** by the following vote:

Aye: 5 - Sebring, Cullen, Dimitrijevic, Schmitt and Johnson Jr.

- 10 [18-10](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding: Reclassification of Existing positions (classified and unclassified); Advancements within the Pay Range; 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: [18-10 JUNE REPORT](#)
 [18-10 OBJECTION LETTER \(05/24/18\)](#)

APPEARANCE:

Dean Legler, Director of Compensation, Human Resources Information System,
Department of Human Resources

This Reference File was **DISCUSSED WITH NO ACTION TAKEN.**

- 11 [18-22](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report regarding “pre-claim settlement” agreements in employment-related matters.

(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [18-22 JUNE REPORT](#)

APPEARANCES:

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

Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel

This Reference File was DISCUSSED WITH NO ACTION TAKEN.

Length of meeting: 9:06 a.m. to 10:26 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 Thursday, July 12, 2018. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession by Friday, June 22, 2018, at 4:00 p.m.