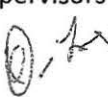




Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: May 8, 2018
To: Theodore Lipscomb, Sr., Chairman, Board of Supervisors
From: Dean Legler, Director of Compensation & HRIS 
Subject: Response to Severance Information Request

A request was made for a written informational report regarding the County's policies about severance, including a summary of expenditures for packages by department and year that have been issued by the Administration between 2012 and 2018.

- Milwaukee County does NOT currently have a policy in place regarding a broad-based severance payment plan. As it stands, when an employee terminates, health insurance coverage stops the last day of the month following the month that employment with the county ends.
- A severance plan is being crafted to address eligible employees within BHD who will be impacted by the upcoming BHD transition. This plan is under the purview of the Mental Health Board.
 - The BHD plan will most likely be structured to provide for a lump sum payment if all stipulated conditions of the payment are met by the employee, inclusive of an agreement to release the County of all further claims.
- Per the Payroll Department, the only payments that have been classified as "severance" by Milwaukee County were also done out of BHD in the last half of 2016. In that timeframe, BHD made 5 lump sum payments to employees. Each of the payments amounted to 4 weeks of pay. The total of the payments made was:
 - \$14,786.24
- In the interest of transparency, although not classified or considered severance, Corporation Counsel may negotiate settlements of potential claims and releases by existing or exiting employees. Examples include agreements with a DHHS employee (in April 2014 for \$7,500) and a Parks employee (in December 2017 for \$36,601.44). Names are not provided in order to protect individual identities.

cc: *Chris Abele, County Executive*
Raisa Koltun, Chief of Staff
Kerry Mitchell, Chief Human Resources Officer
Kelly Bablitch, Milwaukee County Board of Supervisors Chief of Staff
Teig Whaley-Smith, Director of Administrator Services
Scott Manske, Comptroller
Stephan Cady, Comptroller's Office
Margaret Daun, Corporation Counsel
Shanin Brown, Committee Coordinator
Janelle Jensen, Committee Coordinator