




Milwaukee County
Department of Human Resources
INTER-OFFICE COMMUNICATION

Date: February 19, 2021

To: Marcelia Nicholson, Chairwoman, County Board of Supervisors

From: Margo Franklin, Chief Human Resources Officer 

Subject: From the Chief Human Resources Officer submitting an informational report on the January 28, 2021 Civil Service Commission action on the proposed rule change from the Milwaukee County Board for Rule VII (Separations; Suspensions), Section 4 (Causes for discharge, suspension or demotion and/or reevaluation) regarding the use of chokeholds and asphyxia by County employees.

Issue

The Milwaukee County Board opposes the use of chokeholds and asphyxia by County employees to gain compliance from individuals when physical force is required. Personnel should use de-escalation techniques first, whenever possible. They requested the Civil Service Commission prohibit chokeholds and asphyxia in Rule VII, Section 4 of the Civil Service Rules for the Milwaukee County Government.

Background

On September 24, 2020, the Milwaukee County Board of Supervisors put forth a proposed rule change to Rule VII (Separations; Suspensions), Section 4 (Causes for discharge, suspension or demotion and/or reevaluation) regarding the use of chokeholds and asphyxia by County employees. The resolution requested the Chief Human Resources Officer bring the proposed change to the Civil Service Commission and report back to the County Board on the Commission's actions.

Outcome

On January 28, 2021, the Civil Service Commission met, heard and deliberated on the rule change proposal from the Milwaukee County Board. By a vote of 5-0, the Civil Service Commission approved the rule change. The Department of Human Resources will be developing a communication plan to roll out the changes to all Milwaukee County departments and employees upon the posting of the changed rule in Municode.

Attachments

Cc: County Executive David Crowley
MaryJo Meyers, Chief of Staff, County Executive's Office
Kelly Bablitch, Chief of Staff, County Board of Supervisors
Supervisor Sequanna Taylor, Chair, Audit Committee
Audit Committee Supervisors
Steve Cady, Research & Policy Director, Office of the Comptroller
Emily Petersen, Research Analyst, Office of the Comptroller
Kelsey Evans, Committee Coordinator
Adam Gilmore, PRB/Ethics Administrator
Alisha Terry, Administrative Assistant, PRB/Ethics Board