



Milwaukee County

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

Meeting Minutes Personnel Committee

Chairperson: Supervisor James "Luigi" Schmitt
Vice Chairperson: Supervisor John F. Weishan, Jr.
Supervisor Anthony Staskunas
Supervisor Dan Sebring
Supervisor Sequanna Taylor

Committee Coordinator: Shanin R. Brown, (414) 278-4073
Research Analyst: Steve Cady, (414) 278-4347

Friday, September 15, 2017

9:00 AM

Room 201B

Call to Order

Roll Call

Present 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

Supervisor Taylor (2) was not present at the time the roll was called, but arrived shortly thereafter.

RESOLUTIONS - 4

Items 1 and 2 were read into the record together.

- 1 [17-574](#) A resolution by the County Executive, authorizing the Chief Human Resources Officer, in conjunction with the Milwaukee County Comptroller, to develop pay grades for departmental/division leadership positions that match State of Wisconsin pay grades in order to enable Milwaukee County to retain and recruit quality employees.

Attachments: [17-574 REPORT](#)
 [17-574 RESOLUTION](#)
 [17-574 FISCAL NOTE](#)

APPEARANCES:

Dr. Raisa Kolton, Chief of Staff, Office of the Milwaukee County Executive
Steve Cady, Director of Research and Policy, Research Services Division,
Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

Chairman Schmitt requested that Items 1 and 2 be read into the record together. There being no objections by Committee members, it was so ordered by the Chairman.

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

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

2 [17-629](#)

A resolution/ordinance creating Section 17.125 of the Milwaukee County Code of General Ordinances, in order to establish the salary of the Milwaukee County Executive as the maximum annual employee salary for Milwaukee County positions, unless otherwise exempted.

Sponsors: Wasserman

Attachments: [17-629 RESOLUTION/ORDINANCE](#)
[17-629 FISCAL NOTE](#)

APPEARANCES:

Dr. Raisa Kolton, Chief of Staff, Office of the Milwaukee County Executive
Steve Cady, Director of Research and Policy, Research Services Division,
Office of the Comptroller
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

Chairman Schmitt requested that Items 1 and 2 be read into the record together. There being no objections by Committee members, it was so ordered by the Chairman.

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

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 3 [17-600](#) A resolution requesting and authorizing the Department of Human Resources to create a workgroup to explore options for the development of a no-cost-to-the-employer loan program for Milwaukee County employees.

Sponsors: Alexander

Attachments: [17-600 RESOLUTION](#)
 [17-600 FISCAL NOTE](#)

APPEARANCES:

Supervisor Deanna Alexander, District 18
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

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

Aye: 1 - Weishan Jr.

No: 3 - Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

A motion was made by Supervisor Staskunas that this Resolution be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 3 - Staskunas, Sebring and Schmitt

No: 1 - Weishan Jr.

Excused: 1 - Taylor (2)

- 4 [17-627](#) A resolution requesting and authorizing the Milwaukee County Retirement Sustainability Taskforce to hold its meetings in the Milwaukee County Courthouse to allow for live video streaming and archiving of matters related to pension system modifications.

Sponsors: Weishan Jr. and Lipscomb Sr.

Attachments: [17-627 RESOLUTION](#)
 [17-627 FISCAL NOTE](#)
 [17-627 EMAIL CORRESPONDENCE](#)

There were no appearances on this item.

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

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

DEPARTMENT OF PARKS, RECREATION, AND CULTURE - 1

- 5 [17-610](#) From the Director, Department of Parks, Recreation, and Culture (DPRC), requesting a retroactive extension of the Temporary Assignment to a Higher Classification for Mr. Jeff Orłowski, allowing him to continue to serve in the position of Chief of Recreation and Business Services for the DPRC, for the period effective July 16, 2017, through December 31, 2017.

Attachments: [17-610 REPORT](#)
 [17-610 RESOLUTION](#)
 [17-610 FISCAL NOTE](#)

APPEARANCE:

Jen Francis, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

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

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

CLERK OF CIRCUIT COURT/COMBINED COURT-RELATED OPERATIONS - 1

- 6 [17-622](#) From the Clerk of Circuit Court, Combined Court Related Operations, providing an informational report regarding the Department’s pay equity plan. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-622 REPORT](#)
 [17-622 SUMMARY](#)
 [17-622 EMAIL ATTACHMENT](#)
 [17-622 BY THE COMMITTEE RESOLUTION](#)
 [17-622 FISCAL NOTE](#)

APPEARANCES:

John Barrett, Clerk of Circuit Court/Register in Probate, Combined Court Related Operations

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

Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

Rick Ceschin, Deputy Chief Clerk, Combined Court Related Operations

Steve Kreklow, Director, Office of Performance, Strategy, and Budget, Department of Administrative Services

Scott Manske, Milwaukee County Comptroller, Office of the Comptroller

Jennifer Dembowski, Deputy Court Clerk, Combined Court Related Operations, appeared and spoke in favor of this item.

The following people registered in favor of this item, but did not speak:

Elizabeth Montgomery Adams, Deputy Court Clerk, Combined Court Related Operations

Rebecca Monville, Deputy Court Clerk, Combined Court Related Operations

Supervisor Weishan, Jr., introduced a By the Committee Resolution, which is attached to this file.

Supervisor Weishan, Jr., moved CONSIDERATION of the BY THE COMMITTEE resolution. The motion PREVAILED by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

A motion was made by Supervisor Weishan, Jr., that the By the Committee Resolution be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

HUMAN RESOURCES - 11

Items 7 through 10 were considered together.

- 7 [17-620](#) From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2017 Memorandum of Agreement between Milwaukee County and the Association of Milwaukee County Attorneys. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [17-620 REPORT](#)
[17-620 RESOLUTION](#)
[17-620 FISCAL ANALYSIS](#)
[17-620 TENTATIVE MEMORANDUM OF AGREEMENT](#)
[17-620 RATIFICATION NOTICE](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

Chairman Schmitt requested that Items 7 through 10 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 Action Reports associated with Items 7 through 10 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

8 [17-621](#) From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2017 Memorandum of Agreement between Milwaukee County and the Milwaukee Building & Construction Trades Council, American Federation of Labor and Congress of Industrial Organizations. **(Referred to the Committees on Personnel, and Finance and Audit)**

- Attachments:** [17-621 REPORT](#)
 [17-621 RESOLUTION](#)
 [17-621 FISCAL ANALYSIS](#)
 [17-621 TENTATIVE MEMORANDUM OF AGREEMENT](#)
 [17-621 RATIFICATION NOTICE](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

Chairman Schmitt requested that Items 7 through 10 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 Action Reports associated with Items 7 through 10 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

9 [17-623](#) From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2017 Memorandum of Agreement between Milwaukee County and the International Union of Operating Engineers, Local 139, American Federation of Labor and Congress of Industrial Organizations. **(Referred to the Committees on Personnel, and Finance and Audit)**

- Attachments:** [17-623 REPORT](#)
 [17-623 RESOLUTION](#)
 [17-623 FISCAL ANALYSIS](#)
 [17-623 TENTATIVE MEMORANDUM OF AGREEMENT](#)
 [17-623 RATIFICATION NOTICE](#)
 [17-623 IUOE ELECTION RESULTS](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

Chairman Schmitt requested that Items 7 through 10 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 Action Reports associated with Items 7 through 10 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 10 [17-630](#) From the Chief Human Resources Officer, Department of Human Resources, requesting ratification of the 2017 Memorandum of Agreement between Milwaukee County and the Wisconsin Federation of Nurses and Health Professionals, Local 5000, American Federation of Teachers, American Federation of Labor and Congress of Industrial Organizations. **(Referred to the Committees on Personnel, and Finance and Audit)**

Attachments: [17-630 REPORT](#)
 [17-630 RESOLUTION](#)
 [17-630 FISCAL ANALYSIS](#)
 [17-630 TENTATIVE MEMORANDUM OF AGREEMENT](#)
 [17-630 RATIFICATION NOTICE](#)

APPEARANCES:

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

Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller

Chairman Schmitt requested that Items 7 through 10 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 Action Reports associated with Items 7 through 10 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused: 1 - Taylor (2)

- 11 [17-625](#) From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to amend Section 17.14(19) of the Milwaukee County Code of General Ordinances, in order to: create an hourly standby rate of \$0.60 for non-represented, non-exempt positions in the Information Management Services Division (IMSD), Department of Administrative Services (DAS); and a daily standby rate of \$10 for non-represented, exempt positions in IMSD-DAS.

Attachments: [17-625 REPORT](#)
 [17-625 RESOLUTION/ORDINANCE](#)
 [17-625 FISCAL NOTE](#)

APPEARANCES:

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

Laurie Panella, Chief Information Officer, Information Management Services Division, Department of Administrative Services

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

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 12 [17-659](#) From the Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services, providing an informational report regarding the status of the 2014 Supplemental Voluntary Correction Plan, and the Baker Tilly Agreed-Upon Procedures Review Audit Phase 2 & 3 Report. **(Considered by the Committees on Personnel, and Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-659 REPORT](#)
 [17-659 VCP SUPPLEMENT](#)
 [17-659 LETTER OF PROFESSIONAL SERVICES - BAKER TILY](#)

APPEARANCES:

Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services

Margaret Daun, Corporation Counsel, Office of Corporation Counsel

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

Items 13 and 14 were read into the record together.

- 13** [17-639](#) From the Chief Human Resources Officer, Department of Human Resources, requesting approval of the classification for an Assistant Corporation Counsel (title code 00059249, pay grade 34Z) position in the Milwaukee County Office of Corporation Counsel. **(Companion Finance and Audit File No. 17-654)**

Attachments: [17-639 REPORT](#)
 [17-639 RESOLUTION](#)
 [17-639 FISCAL NOTE](#)

APPEARANCE:
Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services

Chairman Schmitt requested that Items 13 and 14 be read into the record together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that Item 13 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 14** [17-641](#) From the Chief Human Resources Officer, Department of Human Resources, requesting approval of the classification for a Paralegal (title code 00059900, pay grade 24M) position in the Milwaukee County Office of Corporation Counsel. **(Companion Finance and Audit File No. 17-653)**

Attachments: [17-641 REPORT](#)
 [17-641 RESOLUTION](#)
 [17-641 FISCAL NOTE](#)

APPEARANCE:
Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services

Chairman Schmitt requested that Items 13 and 14 be read into the record together. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Weishan, Jr., that Item 14 be **RECOMMENDED FOR ADOPTION**. The motion **PREVAILED** by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 15 [17-640](#) From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to grant a Temporary Assignment to a Higher Classification for Ms. Amy Pechacek, allowing her to continue to serve in the position of Director of Retirement Plan Services, until a permanent appointment is made for the position.

Attachments: [17-640 REPORT](#)
 [17-640 RESOLUTION](#)
 [17-640 FISCAL NOTE](#)
 [17-640 PER Amendment 1](#)

APPEARANCES:

Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources (DHR), and Director of Risk Management, Department of Administrative Services

Kerry Mitchell, Chief Human Resources Officer, DHR

Margaret Daun, Corporation Counsel, Office of Corporation Counsel

Shanin R. Brown, Committee Coordinator, Office of the County Clerk

Supervisor Staskunas requested that an informational update regarding the recruitment process for a permanent Director, Retirement Plan Services, DHR, be provided to the Committee for the December, 2017 cycle.

Supervisor Staskunas introduced Personnel (PER) Amendment 1, which is attached to this file. This item was temporarily laid over until later in the meeting.

A motion was made by Supervisor Staskunas that this Action Report be **AMENDED** with PER Amendment 1. The motion **PREVAILED** by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

A motion was made by Supervisor Staskunas that this Action Report be **RECOMMENDED FOR ADOPTION AS AMENDED**. The motion **PREVAILED** by the following vote:

Aye: 5 - Weishan Jr., Staskunas, Sebring, Taylor (2) and Schmitt

- 16 [17-624](#) From the Director of Total Rewards, 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. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-624 REPORT](#)
 [17-624 OBJECTION LETTER \(08/29/17\)](#)

APPEARANCES:

Michael Hafemann, Superintendent, House of Correction
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

This Informational Report was **DISCUSSED WITH NO ACTION TAKEN.**

- 17 [17-17](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational monthly report regarding pay ranges for unclassified positions. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-17 SEPTEMBER REPORT](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Claire O'Brien, Senior Budget Analyst, Department of Health and Human Services

Chairman Schmitt requested that the Department of Human Resources include specific information regarding why the reclassification/reallocation was needed as part of all future reports.

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

The foregoing items were not necessarily considered in agenda order.

Length of meeting: 9:06 a.m. to 11:32 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, October 20, 2017. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession on or before Monday, October 2, 2017, at 4:00 p.m.