



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, December 1, 2017

9:00 AM

Room 201B

Call To Order

Roll Call

Present 4 - Weishan Jr., Staskunas, Sebring and Schmitt

Excused 1 - Taylor (2)

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

HUMAN RESOURCES - 4

- 1 [17-770](#) From the Chief Human Resources Officer, Department of Human Resources, requesting authorization to implement strategies designed to provide flexibility in recruiting for difficult-to-fill classified positions.

Attachments: [17-770 REPORT](#)
 [17-770 RESOLUTION](#)
 [17-770 FISCAL NOTE](#)

APPEARANCES:

Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources
James H. Martin, Interim Director, Department of Transportation
Brian Dranzik, Airport Director, General Mitchell International Airport

A motion was made by Supervisor Weishan, Jr., 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

- 2 [17-772](#) From the Chief Human Resources Officer, 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: [17-772 REPORT](#)
 [17-772 REVISED REPORT \(11/27/17\)](#)
 [17-772 OBJECTION LETTER](#)

APPEARANCES:

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

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

- 3 [17-801](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report relative to a reallocation request from the Register of Deeds. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-801 REPORT](#)
 [17-801 OBJECTION LETTER](#)
 [17-801 BY THE COMMITTEE RESOLUTION](#)

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

A By the Committee Resolution was introduced, which is attached to this file.

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

- 4 [17-802](#) From the Chief Human Resources Officer, Department of Human Resources, providing an informational report relative to a reallocation request from the Department of Parks, Recreation & Culture.

(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [17-802 REPORT](#)
 [17-802 OBJECTION LETTER](#)
 [17-802 BY THE COMMITTEE RESOLUTION](#)

APPEARANCES:

Guy Smith, Interim Director, Department of Parks, Recreation, and Culture
Kerry Mitchell, Chief Human Resources Officer, Department of Human Resources

A By the Committee Resolution was introduced, which is attached to this file.

A motion was made by Supervisor Staskunas 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

RETIREMENT PLAN SERVICES - 1

- 5 [17-652](#) From the Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services, requesting authorization to revise the process relative to the administration of the Milwaukee County Employee Retirement System, and the Omnibus Budget Reconciliation Act.

Attachments: [17-652 REPORT](#)
 [17-652 RESOLUTION](#)
 [17-652 FISCAL NOTE](#)

APPEARANCES:

Amy Pechacek, Interim Director, Retirement Plan Services, Department of Human Resources, and Director of Risk Management, Department of Administrative Services
Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel
Jerry Heer, Director of Audits, Audit Services Division, Office of the Comptroller

A motion was made by Supervisor Weishan, Jr., that this Action Report be **LAI**
D OVER TO THE CALL OF THE CHAIR. The motion **PREVAILED** by the following vote:

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

DEPARTMENT OF ADMINISTRATIVE SERVICES - 2

- 6 [17-682](#) From the Director, Department of Administrative Services, providing an informational presentation titled "Milwaukee County Pension 101," which was presented at the August 29, 2017, meeting of the Retirement Sustainability Taskforce. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-682 REPORT](#)
 [17-682 PRESENTATION](#)

APPEARANCE:

Teig Whaley-Smith, Director, Department of Administrative Services

Chairman Schmitt requested unanimous consent that this Informational Presentation be **RECOMMENDED TO BE RECEIVED AND PLACED ON FILE**. There being no objections by Committee members, it was so ordered by the Chairman.

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

- 7 [17-683](#) From the Director, Department of Administrative Services, providing an informational presentation and report from the PEW Charitable Trusts titled "National Pension Overview and Milwaukee County Fiscal Assessment," which was presented at the September 26, 2017, meeting of the Retirement Sustainability Taskforce. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [17-683 REPORT](#)
 [17-683 PRESENTATION](#)
 [17-683 PEW FISCAL ASSESSMENT](#)

APPEARANCE:

Teig Whaley-Smith, Director, Department of Administrative Services

Chairman Schmitt requested unanimous consent that this Informational Presentation be **RECOMMENDED TO BE RECEIVED AND PLACED ON FILE**. There being no objections by Committee members, it was so ordered by the Chairman.

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

MILWAUKEE COUNTY BOARD OF SUPERVISORS - 1

- 8 [17-715](#) From the Milwaukee County Board of Supervisors (County Board), requesting a written informational report from the Chief Human Resources Officer, Department of Human Resources, regarding the use of incentives and enhanced benefits, to include but not limited to signing bonuses or extra vacation hours that have not been explicitly authorized and adopted as compensation policy by the County Board.

(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (10/23/17: Laid Over for One Meeting) (12/01/17: Laid Over for One Meeting)

Attachments: [17-715 REPORT \(11/30/17\)](#)

APPEARANCES:

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

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

A motion was made by Supervisor Weishan, Jr., that this Informational Report be LAID OVER FOR ONE MEETING, and include responses to questions provided by Chairman Lipscomb, Sr., Milwaukee County Board of Supervisors. The motion PREVAILED by the following vote:

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

Length of meeting: 9:05 a.m to 11:27 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, January 19, 2018. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession by Friday, December 29, 2017, at 4:00 p.m.