



# 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*  
*Director of Research and Policy: Steve Cady, (414) 278-4347*

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Thursday, March 7, 2019

9:00 AM

Room 201-B

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### Call To Order

Roll Call at 9:10 a.m.

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

### HUMAN RESOURCES - 5

- 1      [19-256](#)
- From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of two, 0.01 full-time equivalent, Emergency Medical Services Supervisor Hourly positions (title code 00054850, pay grade 25M) in the Office of Emergency Management. **(Companion Finance and Audit File No. 19-264)**

**Attachments:**      [19-256 REPORT](#)  
                                  [19-256 RESOLUTION](#)  
                                  [19-256 FISCAL NOTE](#)  
                                  [19-256 REVISED FISCAL NOTE \(02/27/19\)](#)

**APPEARANCES:**

Dean Legler, Director of Compensation/Human Resources Information System,  
Department of Human Resources  
Christine Westrich, Director, Office of Emergency Management

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

- 2      [19-257](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of one, 0.5 full-time equivalent, Project Manager Information Technology position (title code 00000338, pay grade 36M) in the Information Management Services Division, Department of Administrative Services.

**Attachments:**      [19-257 REPORT](#)  
                                  [19-257 RESOLUTION](#)  
                                  [19-257 FISCAL NOTE](#)

**APPEARANCE:**

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 LAID OVER TO THE CALL OF THE CHAIRPERSON. The motion PREVAILED by the following vote:**

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

- 3      [19-258](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of one full-time equivalent Assistant Accounting Treasury position (title code to be determined, pay grade 14) in the Office of the Treasurer. **(Companion Finance and Audit File No. 19-259)**

**Attachments:**      [19-258 REPORT](#)  
                                  [19-258 RESOLUTION](#)  
                                  [19-258 FISCAL NOTE](#)

**APPEARANCES:**

Dean Legler, Director of Compensation/Human Resources Information System,  
Department of Human Resources  
David Cullen, Milwaukee County Treasurer, Office of the Treasurer

**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 - Dimitrijevic, Schmitt, Johnson Jr., Sebring and Cullen

- 4      [19-255](#)      From the Director, Department of Transportation, and the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting authorization to reimplement seasonal bonuses for Highway Maintenance Workers to provide flexibility in recruiting for the difficult-to-fill classified positions, retroactive to November 1, 2018.

**Attachments:**      [19-255 REPORT](#)  
                                  [19-255 RESOLUTION](#)  
                                  [19-255 FISCAL NOTE](#)  
                                  [19-255 PER AMENDMENT I \(Adopted; Vote 5-0\)](#)

**APPEARANCES:**

Dean Legler, Director of Compensation/Human Resources Information System,  
Department of Human Resources  
Julie Esch, Deputy Director, Department of Transportation

Supervisor Cullen introduced Personnel (PER) Amendment I, which is attached to this file.

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

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

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

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

- 5      [19-9](#)      From the Interim 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:**      [19-9 MARCH REPORT](#)  
                                  [19-9 MARCH OBJECTION LETTER](#)

**APPEARANCE:**

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

The March Report attached to this Reference File was DISCUSSED WITH NO ACTION TAKEN.

**DEPARTMENT OF ADMINISTRATIVE SERVICES - 1**

- 6      [19-239](#)      **2019 Adopted Budget Amendment 1A008:** From the Director, Department of Administrative Services, requesting authorization to process an administrative fund transfer in the amount of \$455,645 from Departmental Allocated Contingency accounts to Personnel accounts, for potential pay equity and merit adjustments beginning in the fourth quarter, as provided for in the 2019 Adopted Budget. **(Referred to the Committees on Personnel, and Finance and Audit)**

**Attachments:**      [19-239 REPORT](#)  
                                 [19-239 RESOLUTION](#)  
                                 [19-239 FISCAL NOTE](#)  
                                 [19-239 TRANSFER REQUEST](#)  
                                 [19-239 FLOWCHART](#)  
                                 [19-239 DRAFT AMOP](#)  
                                 [19-239 POWERPOINT PRESENTATION \(03/07/19\)](#)

**APPEARANCE:**

Teig Whaley-Smith, Director, Department of Administrative Services (DAS)

Daniel Laurilla, Operating Budget Manager, Office of Performance, Strategy, and Budget, DAS, appeared but did not speak regarding this item.

Mr. Whaley-Smith provided a Powerpoint presentation, which is attached to this file.

A motion was made by Supervisor Cullen that this Action Report be REFERRED to the Office of the Comptroller, Office of Performance, Strategy, and Budget, DAS, Department of Human Resources, and the Office of Corporation Counsel to provide a written report for the April 2019 meeting cycle which will:

1. Review the proposed Administrative Manual of Operating Procedures, and determine whether any overarching policies should be included in the Milwaukee County Code of General Ordinances so that the administrative rules are based on policies adopted by the Milwaukee County Board of Supervisors.
2. Review the rules/policies related to the reclassification of positions and whether vacant or recently filled positions should require a separate process such as an abolish/create.
3. Assess the fiscal impact of releasing Departmental Other Salary Adjustment Allocation funds prior to the fourth quarter, and whether that may reduce the number of employees that are likely to receive a merit or equity pay increase.

The motion PREVAILED by the following vote:

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

A motion was made by Supervisor Schmitt that this Action Report be LAID

**OVER FOR ONE MEETING. The motion PREVAILED by the following vote:**

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

**The foregoing items were not considered in agenda order.**

**Length of meeting: 9:10 a.m. to 9:59 a.m.**

**Adjourned,**

**Shanin R. Brown  
Committee Coordinator  
Legislative Services Division, Office of the County Clerk  
Committee on Personnel**

Deadline for the next meeting: The next regular meeting for the Committee on Personnel is Thursday, April 11, 2019. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession on or before Friday, March 22, 2019, at 4:00 p.m.