



# 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, April 11, 2019

9:00 AM

Room 201-B

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### Call To Order

Roll Call at 9:12 a.m.

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

### APPOINTMENT - 1

- 1      [19-366](#)      From the County Executive, appointing Ms. Julie Landry to the position of Chief Human Resources Officer for Milwaukee County for a four-year term.

**Attachments:**      [19-366 APPOINTMENT LETTER](#)  
                                 [19-366 BIOGRAPHY/RESUME](#)

**APPEARANCE:**  
County Executive Chris Abele, Office of the County Executive

Julie Landry, Appointee, appeared and spoke for informational purposes only.

A motion was made by Supervisor Schmitt that this APPOINTMENT be RECOMMENDED FOR CONFIRMATION. The motion PREVAILED by the following vote:

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

**DEPARTMENT OF TRANSPORTATION - 3**

- 2      [19-353](#)      From the Director, Department of Transportation, and the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting authorization to implement seasonal bonuses for Highway Maintenance Supervisors, and Assistant Highway Maintenance Supervisors to provide flexibility in recruiting for the difficult-to-fill classified positions.

**Attachments:**      [19-353 REPORT](#)  
                                  [19-353 RESOLUTION](#)  
                                  [19-353 FISCAL NOTE](#)  
                                  [19-353 PER AMENDMENT I \(Adopted; Vote 5-0\)](#)

**APPEARANCES:**

**Donna Brown-Martin, Director, Department of Transportation**  
**Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources**  
**Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller**

**Supervisor Cullen introduced Personnel (PER) Amendment 1, which is attached to this file.**

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

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

**A motion was made by Supervisor Johnson, Jr., that this Action Report be APPROVED BY STANDING COMMITTEE AS AMENDED. The motion PREVAILED by the following vote:**

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

- 3      [19-355](#)      From the Director, Department of Transportation, requesting an extension of the Temporary Assignment to a Higher Classification for Mr. Kevin Kent, allowing him to continue to serve in the position of Highway Maintenance Manager, beginning April 5, 2019, through July 4, 2019, or until the position is filled.

**Attachments:**      [19-355 REPORT](#)  
                                  [19-355 RESOLUTION](#)  
                                  [19-355 FISCAL NOTE](#)

**APPEARANCE:**

Donna Brown-Martin, Director, Department of Transportation

Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources, appeared but did not speak regarding this item.

A motion was made by Supervisor Schmitt 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      [19-356](#)      From the Director, Department of Transportation, requesting an extension of the Temporary Assignment to a Higher Classification for Mr. Greg Kowalski, allowing him to continue to serve in the position of Assistant Highway Maintenance Manager, beginning April 10, 2019, through July 9, 2019, or until the position is filled.

**Attachments:**      [19-356 REPORT](#)  
                                  [19-356 RESOLUTION](#)  
                                  [19-356 FISCAL NOTE](#)

**APPEARANCE:**

Donna Brown-Martin, Director, Department of Transportation

Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources, appeared but did not speak regarding this item.

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

**DEPARTMENT OF HUMAN RESOURCES - 2**

- 5      [19-294](#)      From the Director of Compensation/Human Resources Information System, Department of Human Resources, requesting approval of the classification of one full-time equivalent, Information Technology Security Engineer position (title code to be determined, pay grade 37M) in the Information Management Services Division, Department of Administrative Services. **(Companion Finance and Audit File No. 19-329)**

**Attachments:**      [19-294 REPORT](#)  
                                 [19-294 RESOLUTION](#)  
                                 [19-294 FISCAL NOTE](#)

**APPEARANCES:**

Laurie Panella Chief Information Officer, Information Management Services Division (IMSD), Department of Administrative Services (DAS)  
Tod Huber, Chief Technology Officer, IMSD-DAS

Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources, appeared but did not speak regarding this item.

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

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

- 6      [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 APRIL REPORT](#)  
                                 [19-9 APRIL OBJECTION LETTER](#)

**APPEARANCES:**

Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources  
Chief Deputy Sheriff Denita Ball, Office of the Sheriff (Sheriff)  
Pat Carravetta, Public Safety Fiscal Administrator, Sheriff

The April 2019 report for this Reference File was **DISCUSSED WITH NO ACTION TAKEN**.

**DEPARTMENT OF ADMINISTRATIVE SERVICES - 1**

- 7      [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) (PER 03/07/19: Laid Over for One Meeting Cycle) (F&A 03/14/19: Laid Over for One Meeting Cycle)**

**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 \(03/07/19\)](#)  
                                 [19-239 POWERPOINT PRESENTATION \(04/11/19\)](#)

**APPEARANCES:**

Teig Whaley-Smith, Director, Department of Administrative Services (DAS)  
Dan Laurila, Operating Budget Manager, Office of Performance, Strategy, and Budget, DAS

Mr. Laurila provided an electronic presentation, which is attached to this file as "19-239 PowerPoint Presentation (04/11/19)."

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

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

**RETIREMENT PLAN SERVICES - 1**

- 8      [19-265](#)      From the Director, Retirement Plan Services, Department of Human Resources, as part of the Employees' Retirement System (ERS) governance audit project management team, requesting authorization to execute a contract with Funston Advisory Services, LLC, in an amount not-to-exceed \$289,000, with expenses shared equally by Milwaukee County as Plan Sponsor, and the Milwaukee County Pension Board, to implement governance reforms in public pension administration; and authorizing an appropriation transfer in the amount of \$144,500 from Org. Unit 1945-Appropriation for Contingencies to Low Org. 1149-ERS.  
**(Referred to the Committees on Personnel and Finance and Audit)**

**Attachments:**      [19-265 REPORT](#)  
                                 [19-265 RESOLUTION](#)  
                                 [19-265 FISCAL NOTE](#)

**APPEARANCE:**

Tim Coyne, Director, Retirement Plan Services, Department of Human Resources

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

**Aye:** 4 - Schmitt, Johnson Jr., Sebring and Cullen

**Excused:** 1 - Dimitrijevic

**MILWAUKEE COUNTY BOARD OF SUPERVISORS - 1**

- 9      [19-334](#)      From the Milwaukee County Board of Supervisors, requesting a written informational report from the Office of Corporation Counsel, the Department of Human Resources, and the Office of the Comptroller, regarding the decision in *DC 48 v. Milwaukee County* (Case No. 2016AP1525) issued by the Wisconsin Supreme Court.  
**(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel  
CJ Pahl, Financial Services Manager, Office of the Comptroller

Tim Coyne, Director, Retirement Plan Services, Department of Human Resources, appeared but did not speak regarding this item.

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

**OFFICE OF THE COMPTROLLER - 1**

- 10      [19-391](#)      From the Milwaukee County Comptroller, Office of the Comptroller, and the Department of Human Resources, requesting authorization to amend various sections of Chapter 17 of the Milwaukee County Code of General Ordinances to provide clarification and standardize various pay adjustments for employees formerly represented by the American Federation of State, County, and Municipal Employees, District Council 48, the International Association of Machinists and Aerospace Workers, and for employees represented by non-public safety worker collective bargaining units, as well as non-represented employees.

**Attachments:**      [19-391 REPORT/FISCAL IMPACT](#)  
[19-391 RESOLUTION/ORDINANCE](#)  
[19-391 FISCAL NOTE](#)

**APPEARANCES:**

CJ Pahl, Financial Services Manager, Office of the Comptroller  
Margo Franklin, Director of Employee Relations, Department of Human Resources

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

**Aye:** 4 - Schmitt, Johnson Jr., Sebring and Cullen

**Excused:** 1 - Dimitrijevic

**Length of meeting: 9:12 a.m. to 11:05 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, May 9, 2019. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession on or before Friday, April 19, 2019, at 4:00 p.m.