



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

Wednesday, December 4, 2019

2:30 PM

Room 201B

Chairman Cullen withdrew Item 11 from the agenda prior to the start of the meeting.

Call To Order

Roll Call at 2:42 p.m.

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

APPOINTMENT - 1

- 1 [19-899](#) From the County Executive, appointing Phoebe Williams to the Milwaukee County Personnel Review Board for a term expiring December 12, 2020.

Attachments: [19-899 APPOINTMENT LETTER](#)
 [19-899 BIOGRAPHY-RESUME](#)
 [19-899 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Schinika Fitch, Director of Community Relations, Office of the County Executive

Ms. Phoebe Williams, Appointee, appeared and spoke for informational purposes only.

A motion was made by Supervisor Johnson, Jr., that this Appointment be RECOMMENDED FOR CONFIRMATION. The motion PREVAILED by the following vote:

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

OFFICE OF THE SHERIFF - 1

- 2 [19-838](#) From the Chief Deputy, Office of the Sheriff, requesting a retroactive extension of the temporary assignment to a higher classification for Mr. Mark Pawlak allowing him to continue to serve in the capacity of Deputy Sheriff Lieutenant for the period effective October 11, 2019 through December 31, 2019, or until the position is filled permanently.

Attachments: [19-838 REPORT](#)
 [19-838 RESOLUTION](#)
 [19-838 RESOLUTION \(word format\)](#)
 [19-838 FISCAL NOTE](#)
 [19-838 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
Chief Deputy Denita Ball, Ph.D., Office of the Sheriff

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

OFFICE OF THE COMPTROLLER - 1

- 3 [19-929](#) From the Milwaukee County Comptroller, Office of the Comptroller, requesting an extension of Mr. David Mickelson's Temporary Assignment to a Higher Classification (TAHC) to the position of Coordinator Payroll System, from December 1, 2019, through December 31, 2019, with the understanding that Mr. Mickelson will assume the duties of a new position of Payroll Team Leader created in the 2020 Adopted Budget (via a new TAHC to a different position) until the position is filled or until June 29, 2020, whichever is earlier.

Attachments: [19-929 REPORT](#)
 [19-929 REVISED REPORT \(11/20/19\)](#)
 [19-929 RESOLUTION](#)
 [19-929 REVISED RESOLUTION \(11/20/19\)](#)
 [19-929 FISCAL NOTE](#)
 [19-929 REVISED FISCAL NOTE \(11/20/19\)](#)
 [19-929 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Scott Manske, Milwaukee County Comptroller, Office of the Comptroller

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 - 2

- 4 [19-880](#) From the Interim Director, Retirement Plan Services, Department of Human Resources, providing an informational report regarding the status of the pension overpayments for Quarter 2 of 2019. **(Considered by the Committees on Personnel, and Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [19-880 Overpayment Update_20191111.pdf](#)
[19-880 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

Erika Bronikowski, Interim Director, Retirement Plan Services (RPS),
Department of Human Resources (DHR)
Julie Landry, Chief Human Resources Officer, DHR

A motion was made by Supervisor Johnson, Jr., that this Informational Report be RECOMMENDED TO BE RECEIVED AND PLACED ON FILE. The motion PREVAILED by the following vote:

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

- 5 [19-936](#) From the Interim Director of Retirement Plan Services, Department of Human Resources, providing the informational report regarding the decision in DC48 v Milwaukee County (Case 2016AP1525) issued by the Wisconsin Supreme Court. **(Considered by the Committees on Personnel, and Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [19-936 DC48.pdf](#)
[19-936 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Erika Bronikowski, Interim Director, Retirement Plan Services, Department of Human Resources (DHR)

Julie Landry, Chief Human Resources Officer, DHR, appeared but did not speak regarding this item.

A motion was made by Supervisor Johnson, Jr., that this Informational Report be RECOMMENDED TO BE RECEIVED AND PLACED ON FILE. The motion PREVAILED by the following vote:

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

CLOSED SESSION - ITEM 6

The Committee may adjourn into closed session under the provisions of Section 19.85(1)(e), Wisconsin Statutes, for the purpose of the Committee deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary.

The Committee did not adjourn into closed session to discuss Item 6.

- 6 [19-937](#) From the Interim Director of Retirement Plan Services, Department of Human Resources, providing the informational report regarding the status of 2014 Supplementary Voluntary Correction Program (VCP). **(Considered by the Committees on Personnel, and Finance and Audit)**
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

Attachments: [19-937 VCP.pdf](#)
 [19-937 SUMMARY OF 2014 VCP \(12/04/19\)](#)
 [19-937 REINHART CORRESPONDENCE \(12/04/19\)](#)

APPEARANCES:

Erika Bronikowski, Interim Director, Retirement Plan Services, Department of Human Resources (DHR)
Julie Landry, Chief Human Resources Officer, DHR

This Informational Report was DISCUSSED WITH NO ACTION TAKEN.

HUMAN RESOURCES - 9

7 [19-919](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, Full Time Equivalent, Victim Witness Advocate position (title code 00084171, pay grade 16Z6) in the District Attorney's Office. **(Companion Finance and Audit File No. 19-841)**

- Attachments:** [19-919 4500 - Victim Witness Advocate Position Create Letter.pdf](#)
[19-919 4500 - Victim Witness Advocate Resolution.docx](#)
[19-919 4500 - Victim Witness Advocate Fiscal Note.pdf](#)
[19-919 COUNTY BOARD RESOLUTION](#)

APPEARANCES:
Dean Legler, Director of Compensation/Human Resources Information System, Department of Human Resources
Bruce Landgraft, Deputy District Attorney, Office of the District Attorney

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

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

8 [19-920](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, 0.5 Full Time Equivalent, Unfunded, Lead Mechanic position (title code to be determined, pay grade) in the Department of Transportation. **(Companion Finance and Audit File No. 19-945)**

- Attachments:** [19-920 5300 - Lead Mechanic Position Create Letter.pdf](#)
[19-920 5300 - Lead Mechanic Resolution.docx](#)
[19-920 5300 - Lead Mechanic Fiscal Note.pdf](#)
[19-920 COUNTY BOARD RESOLUTION](#)

APPEARANCE:
Julie Esch, Deputy 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: 4 - Dimitrijevic, Schmitt, Johnson Jr. and Cullen

No: 1 - Sebring

- 9 [19-921](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, Full Time Equivalent, Fiscal & Budget Mgr. position (title code to be determined, pay grade 35M) in the Department of Transportation.

Attachments: [19-921 5300 - Fiscal & Budget Mgr. Position Create Letter.pdf](#)
[19-921 5300 - Fiscal & Budget Mgr. Resolution.docx](#)
[19-921 5300 - Fiscal & Budget Mgr. Fiscal Note.pdf](#)
[19-921 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Julie Esch, Deputy 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

- 10 [19-922](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, Full Time Equivalent, Superintendent Highways position (title code to be determined, pay grade 38M) in the Department of Transportation. **(Companion Finance and Audit File No. 19-912)**

Attachments: [19-922 5100 - Superintendent Highways Position Create Letter.pdf](#)
[19-922 5100 - Superintendent Highways Resolution.docx](#)
[19-922 5100 - Superintendent Highways Fiscal Note.pdf](#)
[19-922 COUNTY BOARD RESOLUTION](#)

APPEARANCE:

Julie Esch, Deputy 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

- 11 [19-923](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, Full Time Equivalent, IT Asset Management Lead position (title code to be determined, pay grade 31M) in the Information Management Services Division. **(Companion Finance and Audit File No. 19-910)**

Attachments: [19-923 1160 - IT Asset Management Lead Position Create Letter.pdf](#)
[19-923 1160 - IT Asset Management Lead Resolution.docx](#)
[19-923 1160 - IT Asset Management Lead Fiscal Note.pdf](#)

Item 11 was withdrawn prior to the start of today's meeting.

- 12 [19-932](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the reallocation of the classification of the 10 Correction Manager positions from pay grade 915E to pay grade 916E effective pay period 1, beginning December 15, 2019, in the House of Correction and the Office of the Sheriff.

Attachments: [19-932 Correction Manager Reallocation Memo.pdf](#)
[19-932 Correction Manager Reallocation Resolution.docx](#)
[19-932 Correction Manager Reallocation Fiscal Note.pdf](#)
[19-932 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

**Dean Legler, Director of Compensation/Human Resources Information System,
Department of Human Resources
Commander Aaron Dobson, Office of the Sheriff**

**A motin 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

- 13 [19-933](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval to reallocate the pay range for one, currently vacant position of Manager, Airport Property. The change is from Grade 31M to 34M.

Attachments: [19-933 Manager Airport Property Reallocation Memo.pdf](#)
[19-933 Manager Airport Property Reallocation Resolution.docx](#)
[19-933 Manager Airport Property Reallocation Fiscal Note.pdf](#)
[19-933 COUNTY BOARD RESOLUTION](#)

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 RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

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

- 14 [19-935](#) From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval to reallocate the pay range for 31 Facilities Worker-Security (Sheriff's Office Public Safety Officer) positions. A 6.5% pay increase to all steps of pay grade 7Z1 effective pay period 1, beginning December 15, 2019, in the Office of the Sheriff.

Attachments: [19-935 Facilities Worker-Security \(Sheriff's Office Public Safety Officer Reallocation Memo.pdf](#)
[19-935 Facilities Worker-Security \)Sheriff's Office Public Safety Officer\) Reallocation Resolution.docx](#)
[19-935 Facilities Worker-Security \(Sheriff's Office Public Safety Officer Reallocation Fiscal Note.pdf](#)
[19-935 COUNTY BOARD RESOLUTION](#)

APPEARANCES:

Captain Douglas Holton, Jr., Office of the Sheriff
Dean Legler, Director of Compensation/Human Resources Information System,
Department of Human Resources

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

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

- 15 [19-9](#) From the 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 DECEMBER REPORT](#)
 [19-9 DECEMBER OBJECTION LETTER](#)

APPEARANCES:

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

Nicole Brookshire, Director, Office on African American Affairs

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

Dan Laurila, Operating Budget Manager, Office of Performance, Strategy, and
Budget, Department of Administrative Services, appeared but did not speak
regarding this item.

The December 2019 Report for this Reference File was DISCUSSED WITH NO
ACTION TAKEN.

Length of Meeting: 2:42 p.m. to 4:09 p.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 Wednesday, January 22, 2020. All original documents and agenda setting copies MUST be in the Committee Coordinator's possession on or before Friday, December 27, 2019, at 4:00 p.m.