

Milwaukee County

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

Meeting Minutes

Personnel Committee

Chairperson: Supervisor Eddie Cullen Vice Chairperson: Supervisor Patti Logsdon Supervisor Willie Johnson, Jr. Supervisor John F. Weishan, Jr. Supervisor Russell Antonio Goodwin, Sr.

 Committee Coordinator: Shanin R. Brown, (414) 278-4073

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

 Monday, December 6, 2021
 1:15 PM

 County Legislative Information Center

 VIRTUAL MEETING

 This meeting was live-streamed on the County Legislative Information Center:

 https://milwaukeecounty.legistar.com/Calendar.aspx

Call To Order

Roll Call at 1:15 p.m.

RESOLUTION - 1

1 <u>21-930</u>

A resolution to reallocate the Pay Grade of Five Positions, including Director and Budget and Management Director, Department of Administrative Services (DAS), Director, Department of Transportation, Director, Department of Health and Human Services, and Chief Human Resources Officer, from 903E to 904E to reflect their critical roles and responsibilities and to promote compensation equity amongst other departmental leaders (11/04/21 County Board Meeting: Referred to Personnel)

<u>Sponsors:</u>	Johnson Jr.
<u>Attachments:</u>	21-930 RESOLUTION
	21-930 FISCAL NOTE
	21-930 COUNTY BOARD RESOLUTION (October)
	21-930 ADDITIONAL INFO SUBMITTED (received 11/29/21))
	21-930 COUNTY BOARD RESOLUTION

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Joe Lamers, Director, Office of Performance, Strategy, and Budget, Department of Administrative Services Mary Jo Meyers, Chief of Staff, Office of the County Executive County Executive David Crowley, Office of the County Executive Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel

A motion was made by Supervisor Weishan, Jr., that this Resolution be LAID OVER FOR ONE MEETING. The motion was later withdrawn, therefore a vote was not taken.

This item was temporarily laid over until later in the meeting by unanimous consent of Committee members.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 1. There being no objections by Committee members, it was so ordered by the Chairwoman.

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

The Committee recessed from 1:56 p.m. to 2:04 p.m. Upon reconvening at 2:04 p.m., a roll call was taken, and 4 members were present.

Roll Call at 2:04 p.m.

Present 4 - Logsdon, Johnson Jr., Weishan Jr. and Goodwin Sr.

Excused 1 - Cullen

DEPARTMENT OF HEALTH AND HUMAN SERVICES - 1

- 2 21-1001 A report from the Director, Department of Health and Human Services, requesting to implement a \$2.75 per hour premium pay increase for Adult Protective (APS) staff in DHHS utilizing funding authorized under the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act of 2021
 - Attachments:21-1001 REPORT21-1001 RESOLUTION21-1001 REVISED RESOLUTION (received 11/04/21)21-1001 FISCAL NOTE21-1001 COUNTY BOARD RESOLUTION

APPEARANCE:

Shakita LaGrant-McClain, Director, Department of Health and Human Services

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 2. There being no objections by Committee members, it was so ordered by the Chairwoman.

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

DEPARTMENT OF TRANSPORTATION - 1

3 <u>21-1055</u> From the Director, Department of Transportation, requesting approval for recruitment and retention bonuses for various critical infrastructure positions (permanent and seasonal) in the Divisions of Airport, Fleet Management and Highway Maintenance for the 2021-2022 winter season.

Attachments: 21-1055 REPORT 21-1055 RESOLUTION 21-1055 FISCAL NOTE 21-1055 COUNTY BOARD RESOLUTION

APPEARANCE:

Donna Brown-Martin, Director, Department of Transportation

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 3. There being no objections by Committee members, it was so ordered by the Chairwoman.

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

HUMAN RESOURCES - 15

4 <u>21-1048</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, requesting approval of the classification of one, Full Time Equivalent, Concessions In-Charge position (pay grade 18Z) in the Milwaukee County Department of Parks, Recreation, and Culture. **(Companion Finance File No. 21-897)**

> Attachments: 21-1048 REPORT 21-1048 RESOLUTION 21-1048 FISCAL NOTE 21-1048 COUNTY BOARD RESOLUTION

APPEARANCE:

Jeremy Lucas, Director of Administration and Planning, Department of Parks, Recreation, and Culture

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 4. There being no objections by Committee members, it was so ordered by the Chairwoman.

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 - Logsdon, Johnson Jr., Weishan Jr., Goodwin Sr. and Cullen

5 <u>21-1059</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of Two Buyer 2 Positions (Location 115 - DAS, Dept 1153 - Procurement)

> Attachments: 21-1059 REPORT 21-1059 RESOLUTION 21-1059 FISCAL NOTE 21-1059 COUNTY BOARD RESOLUTION

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Aaron Hertzberg, Director, Department of Administrative Services

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 5. There being no objections by Committee members, it was so ordered by the Chairwoman.

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 - Logsdon, Johnson Jr., Weishan Jr., Goodwin Sr. and Cullen

Items 6 through 13 were considered together.

6 <u>21-1064</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of Four Clerk Vital Records Positions (Location 340 - Register of Deeds, Dept 3450 - Vital Statistics/ID Serv)

> Attachments: 21-1064 REPORT 21-1064 RESOLUTION 21-1064 FISCAL NOTE 21-1064 COUNTY BOARD RESOLUTION

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 6. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Items 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

7 <u>21-1069</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of Four Document Examiner Positions (Location 340 - Register of Deeds, Dept 3420 Cashier Services)

> Attachments: 21-1069 REPORT 21-1069 RESOLUTION 21-1069 FISCAL NOTE 21-1069 COUNTY BOARD RESOLUTION

APPEARANCES:

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

Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 7. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

8 <u>21-1071</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of Three Clerk Records Positions (Location 340 - Register of Deeds, Dept 3430 - Real Estate Services)

> Attachments: 21-1071 REPORT 21-1071 RESOLUTION 21-1071 FISCAL NOTE 21-1071 COUNTY BOARD RESOLUTION

APPEARANCES:

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

Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 8. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

9 <u>21-1073</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of the Supervisor Real Property Position (Location 340 - Register of Deeds, Department 3460 - Tax Listing Services)

> Attachments: 21-1073 REPORT 21-1073 RESOLUTION 21-1073 FISCAL NOTE 21-1073 COUNTY BOARD RESOLUTION

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 9. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

10 <u>21-1075</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of the Supervisor Real Estate Div (Location 340 - Register of Deeds, Department 3430 - Real Estate Services)

> Attachments: 21-1075 REPORT 21-1075 RESOLUTION 21-1075 FISCAL NOTE 21-1075 COUNTY BOARD RESOLUTION

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 10. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

1121-1076From the Director of Compensation/Human Resources Information
Systems, Department of Human Resources, Requesting Reallocation of
the Coordinator Register of Deeds Position (Location 340 - Register of
Deeds, Department 3410 - Administration)

Attachments: 21-1076 REPORT 21-1076 RESOLUTION 21-1076 FISCAL NOTE 21-1076 COUNTY BOARD RESOLUTION

APPEARANCES:

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

Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 11. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

12 <u>21-1078</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of Two Analyst Real Property RD Positions (Location 340 - Register of Deeds, Department 3460 - Tax Listing Services)

> Attachments: 21-1078 REPORT 21-1078 RESOLUTION 21-1078 FISCAL NOTE 21-1078 COUNTY BOARD RESOLUTION

APPEARANCES:

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

Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 12. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

13 <u>21-1079</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of the Assistant Coordinator ROD Position (Location 340 - Register of Deeds, 3410 - Administration)

> Attachments: 21-1079 REPORT 21-1079 RESOLUTION 21-1079 FISCAL NOTE 21-1079 COUNTY BOARD RESOLUTION

APPEARANCES:

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

Steven Kroll, Deputy Register of Deeds, Office of the Register of Deeds

Items 6 through 13 were considered together.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 13. There being no objections by Committee members, it was so ordered by the Chairwoman.

A motion was made by Supervisor Weishan, Jr., that the Action Reports associated with Item 6 through 13 be RECOMMENDED FOR ADOPTION. The motion PREVAILED by the following vote:

Aye: 5 - Logsdon, Johnson Jr., Weishan Jr., Goodwin Sr. and Cullen

1421-1080From the Director of Compensation/Human Resources Information
Systems, Department of Human Resources, Requesting Reallocation of
Two Specialist Dementia Care Positions (Location 800 - DHHS, Dept
7961- RCA Administration)

Attachments: 21-1080 REPORT 21-1080 RESOLUTION 21-1080 FISCAL NOTE 21-1080 COUNTY BOARD RESOLUTION

APPEARANCE:

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

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 14. There being no objections by Committee members, it was so ordered by the Chairwoman.

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 - Logsdon, Johnson Jr., Weishan Jr., Goodwin Sr. and Cullen

- **15** <u>21-1081</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of an Info And Outreach Coor Ag Nm Position (Location 800 - DHHS, Dept 7697 - Wellness and Prevention)
 - Attachments: 21-1081 REPORT 21-1081 RESOLUTION 21-1081 FISCAL NOTE 21-1081 COUNTY BOARD RESOLUTION

There were no appearances for this item.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 15. There being no objections by Committee members, it was so ordered by the Chairwoman.

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 - Logsdon, Johnson Jr., Weishan Jr., Goodwin Sr. and Cullen

16 <u>21-1082</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of an Elder Benefits Specialist Position (Location 800 - DHHS, Dept 7931-Elderly Services)

> Attachments: 21-1082 REPORT 21-1082 RESOLUTION 21-1082 FISCAL NOTE 21-1082 COUNTY BOARD RESOLUTION

There were no appearances for this item.

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 16. There being no objections by Committee members, it was so ordered by the Chairwoman.

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

17 <u>21-1083</u> From the Director of Compensation/Human Resources Information Systems, Department of Human Resources, Requesting Reallocation of a Zoo Assistant Special Events Position (Location 950 - Z00, Dept 9593-Special Events)

> Attachments: 21-1083 REPORT 21-1083 RESOLUTION 21-1083 FISCAL NOTE 21-1083 COUNTY BOARD RESOLUTION

APPEARANCE:

Amos Morris, Director, Milwaukee County Zoo

Supervisor Cullen was not present at the time the roll was called, but later requested unanimous consent to be recorded as voting in the affirmative on Item 17. There being no objections by Committee members, it was so ordered by the Chairwoman.

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

18 21-8 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)

<u>Attachments:</u>	21-8 DECEMBER REPORT (received 11/29/21)
	21-8 DECEMBER OBJECTION LETTER (received 11/29/21)
	21-8 REVISED DECEMBER REPORT (received 12/03/21)

APPEARANCES:

Dean Legler, Director of Compensation/Human Resources Information Systems, Department of Human Resources Amos Morris, Director, Milwaukee County Zoo (Zoo) Vera Westphal, Deputy Director, Zoo Shakita LaGrant-McClain, Director, Department of Health and Human Services Shanin R. Brown, Committee Coordinator, Legislative Services Division, Office of the County Clerk Joe Lamers, Director, Office of Performance, Strategy, and Budget, Department of Administrative Services John Barrett, Clerk of Courts, Combined Court Related Operations Margaret C. Daun, Corporation Counsel, Office of Corporation Counsel

The December 2021 Report for this Reference File was DISCUSSED WITH NO ACTION TAKEN.

CLOSED SESSION - ITEM 19

The Committee may adjourn into closed session under the provisions of Section 19.85(1)(g), Wisconsin State Statutes, for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter(s).

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary.

The Committee did not adjourn into closed session to discuss Item 19.

RETIREMENT PLAN SERVICES - 1

19 <u>21-1077</u> From the Retirement Plan Services Director, Department of Human Resources, clarifying the Milwaukee County Code of General Ordinances regarding correction of overpayment and underpayment errors and requesting authorization to amend Chapters 201.24(3.1) and (8.24) of the Milwaukee County Code of General Ordinances to reflect these changes. (Referred to the Committees on Personnel, and Finance; and to the Pension Study Commission, and Pension Board)

 Attachments:
 21-1077 REPORT

 21-1077 RESOLUTION/ORDINANCE

 21-1077 FISCAL ANALYSIS

 21-1077 OCC MEMO / PENSION ORDINANCE AMENDMENTS

 21-1077 SEGAL / ACTUARY'S REVIEW

APPEARANCE:

Erika Bronikowski, Director, Retirement Plan Services, Department of Human Resources

The Committee did not adjourn into closed session to discuss Item 19.

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 Logsdon, Johnson Jr., Goodwin Sr. and Cullen
- No: 1 Weishan Jr.

E-COMMENTS - 1

20 21-7 eComments submitted to the Committee on Personnel via the County Legislative Information Center (CLIC). (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

*The Office of the County Clerk collects eComments via CLIC, and appends these official public records to Reference File No. 21-7 at the conclusion of each meeting.

There were no appearances for this item.

There were no eComments submitted for the December 6, 2021, meeting.

The December 6, 2021, record of eComments was DISCUSSED WITH NO ACTION TAKEN.

Length of meeting: 1:15 p.m. to 3:44 p.m.

Adjourned,

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

<u>Deadline for the next meeting:</u> <u>The next regular meeting for the Committee on Personnel is Tuesday, January 18,</u> <u>2022, at 2:15 p.m.</u>

Approval Tracking System review must be completed in Legistar on or before THURSDAY, December 30, 2021, by 5:00 p.m. for the January meeting cycle.