



Milwaukee County

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

Meeting Minutes Committee on Personnel

Chairperson: Supervisor Willie Johnson, Jr.
Vice Chairperson: Supervisor Patti Logsdon
Supervisor Anthony Staskunas
Supervisor Steven Shea
Supervisor Peter Burgelis

Committee Coordinator: Allyson R. Smith, (414) 278-4225
Director of Research and Policy: Steve Cady, (414) 278-4347

Tuesday, September 5, 2023

9:30 AM

Room 203-R & Microsoft Teams
County Legislative Information Center

HYBRID MEETING

This meeting was held in Room 203-R, and was live-streamed on the County Legislative Information Center: <https://milwaukeecounty.legistar.com/Calendar.as>

Call To Order

Roll Call at 9:31 a.m.

Present 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

Supervisors Anthony Staskunas and Steven Shea appeared virtually for today's meeting.

Supervisor Shea was present at the time the roll was called, but was experiencing audio difficulties.

APPOINTMENT - 1

- 1 [23-767](#) From the County Executive, appointing O. Emil Ovbiagele to the Personnel Review Board for a term expiring on September 28, 2028.

Attachments: [23-767 APPOINTMENT LETTER](#)
[23-767 REVISED APPOINTMENT LETTER \(received 08/23/23\)](#)
[23-767 BIOGRAPHY/RESUME](#)

APPEARANCE:

Schinika Fitch, Director of Community Relations, Office of the County Executive (virtually)

O. Emil Ovbiagele, Appointee, appeared virtually and spoke for information only regarding this Appointment.

A motion was made by Supervisor Burgelis that this Appointment be **RECOMMENDED FOR CONFIRMATION** The motion **PREVAILED** by the following vote:

Aye: 4 - Logsdon, Staskunas, Burgelis and Johnson Jr.

Excused: 1 - Shea

RESOLUTION - 1

- 2 [23-843](#) A resolution authorizing and directing the Department of Human Resources - Employee Benefit Division to create a Health Reimbursement Account (HRA) to provide travel benefits to reimburse County employees traveling out of state to receive medical services

Sponsors: Clancy, Gómez-Tom, Martinez and Rolland

Attachments: [23-843 RESOLUTION](#)
 [23-843 FISCAL NOTE](#)
 [23-843 BENEFIT COMPARISON CHART \(received 09/05/23\)](#)

APPEARANCES:

Supervisor Ryan Clancy, District 4 (virtually)
Supervisor Shawn Rolland, District 6 (virtually)
Tony Maze, Director of Employee Benefits, Department of Human Resources (virtually)
Scott F. Brown, Deputy Corporation Counsel, Office of Corporation Counsel (virtually)

Ron Jansen, appeared and spoke in favor of this Resolution.

Supervisor Clancy shared a document, which is attached to this file as "23-843 BENEFIT COMPARISON CHART (09/05/23)."

Supervisor Rolland requested unanimous consent to be added as a cosponsor of this Resolution. There being no objections by Committee members, it was so ordered by the Chairman.

A motion was made by Supervisor Logsdon that this Resolution be **RECOMMENDED FOR REJECTION**. The motion **FAILED** by the following vote:

Aye: 2 - Logsdon and Staskunas

No: 3 - Shea, Burgelis and Johnson Jr.

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

Aye: 3 - Shea, Burgelis and Johnson Jr.

No: 2 - Logsdon and Staskunas

MILWAUKEE COUNTY ZOO - 1

- 3 [23-751](#) From the Executive Zoo Director, requesting a Temporary Assignment to a Higher Classification (TAHC) extension for Kari Williams.

Attachments: [23-751 REPORT](#)
 [23-751 RESOLUTION](#)
 [23-751 FISCAL NOTE](#)
 [23-751 PERSONNEL AMENDMENT I \(Adopted; 5-0\)](#)

APPEARANCES:

Amos Morris, Director, Milwaukee County Zoo (virtually)
Steve Cady, Director of Research and Policy, Research Services Division,
Office of the Comptroller

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

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

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

OFFICE OF EQUITY - 1

- 4 [23-772](#) Authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for M. Paula Phillips, Chief Equity Officer, Milwaukee County Office of Equity.

Attachments: [23-772 REPORT](#)
 [23-772 RESOLUTION](#)
 [23-772 FISCAL NOTE](#)

APPEARANCE:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

DEPARTMENT OF HEALTH AND HUMAN SERVICES - 2

- 5 [23-805](#) A report from the Director, Department of Health and Human Services, requesting the creation of 1 Limited Term Employment DHHS Intern - Aging and Disability Vaccination Collaborative (ADVC) Project Manager at paygrade 01M

Attachments: [23-805 DEPARTMENTAL REQUEST](#)
[23-805 DEPARTMENTAL RESOLUTION](#)
[23-805 DEPARTMENTAL FISCAL NOTE](#)
[23-805 DHR REPORT](#)
[23-805 OSBP REPORT](#)

APPEARANCES:

**Marietta Luster, Administrator, Aging and Disabilities Services (ADS),
Department of Health and Human Services (DHHS) (virtually)
Daniel Idzikowski, Aging Unit Director, ADS-DHHS (virtually)**

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

- 6 [23-806](#) A report from the Director, Department of Health and Human Services, requesting the abolishment of one vacant Quality Assurance Coordinator at paygrade 26 and the creation of one Quality Assurance Specialist at paygrade 16Z5

Attachments: [23-806 DEPARTMENTAL REQUEST](#)
[23-806 DEPARTMENTAL RESOLUTION](#)
[23-806 DEPARTMENTAL FISCAL NOTE](#)
[23-806 DHR REPORT](#)
[23-806 OSBP REPORT](#)

APPEARANCE:

**Kelly Pethke, Administrator, Children, Youth, and Family Services Department
of Health and Human Services (virtually)**

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

**DEPARTMENT OF TRANSPORTATION (DOT) /
MILWAUKEE MITCHELL INTERNATIONAL AIRPORT - 1**

- 7 [23-817](#) From the Director, Department of Transportation and Airport Director, Department of Transportation, Airport Division, requesting the approval to abolish 1.0 FTE Carpenter (vacant) at paygrade 5402 and create 1.0 FTE Plumber Supervisor at Pay Range 5419.

Attachments: [23-817 DEPARTMENTAL REQUEST](#)
 [23-817 DEPARTMENTAL RESOLUTION](#)
 [23-817 DEPARTMENTAL FISCAL NOTE](#)
 [23-817 DHR REPORT](#)
 [23-817 JOB EVALUATION QUESTIONNAIRE](#)
 [23-817 OSBP REPORT](#)

APPEARANCE:
James Martin, Director of Finance and Administration, Milwaukee Mitchell International Airport (virtually)

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

**HIGHWAY MAINTENANCE DIVISION /
DOT - 1**

- 8 [23-822](#) From the Director, Department of Transportation and Highway Director, Department of Transportation, Highway Maintenance Division, requesting to abolish 4 positions and create 4 others to suit the current and future needs of the Highway Maintenance Division.

Attachments: [23-822 DEPARTMENTAL REPORT](#)
[23-822 DEPARTMENTAL RESOLUTION](#)
[23-822 DEPARTMENTAL FISCAL NOTE](#)
[23-822 DHR REPORT \(Bridge Crew Lead\)](#)
[23-822 JOB EVALUATION QUESTIONNAIRE \[JEQ\] \(Bridge Crew Lead\)](#)
[23-822 DHR REPORT \(GIS Analyst DOT\)](#)
[23-822 JEQ \(GIS Analyst\)](#)
[23-822 DHR REPORT \(Highway GIS Supervisor\)](#)
[23-822 JEQ \(Highway GIS Supervisor\)](#)
[23-822 DHR REPORT \(GIS Technician Hourly DOT\)](#)
[23-822 JEQ \(GIS Technician\)](#)
[23-822 OSBP REPORT](#)

APPEARANCE:
Eddie Santiago, Director, Highway Maintenance Division, Department of Transportation

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

**INFORMATION MANAGEMENT SERVICES DIVISION /
DEPARTMENT OF ADMINISTRATIVE SERVICES - 1**

- 9 [23-820](#) From the Director and Chief Information Officer, Information Management Services Division, Department of Administrative Services (DAS-IMSD) requesting approval to create 1.0 FTE Analyst Security I position

Attachments: [23-820 DEPARTMENTAL REPORT](#)
 [23-820 DEPARTMENTAL RESOLUTION](#)
 [23-820 DEPARTMENTAL FISCAL NOTE](#)
 [23-820 DHR REPORT](#)
 [23-820 OSPB REPORT](#)

APPEARANCES:

Matt Johnson, Director of Governance and Business Solutions, Information Management Services Division, Department of Administrative Services (virtually)

James Martin, Director of Finance and Administration, Milwaukee Mitchell International Airport (virtually)

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

**COMMUNITY REINTEGRATION CENTER
[ORDINANCE] - 1**

- 10 [23-722](#) Requesting approval to amend Chapter 17.14 (22) of Milwaukee County Code of General Ordinances to add Weapon Officer's Pay

Attachments: [23-722 REPORT](#)
 [23-722 RESOLUTION/ORDINANCE](#)
 [23-722 FISCAL NOTE](#)
 [23-722 PERSONNEL AMENDMENT I \(Adopted; 5-0\)](#)

APPEARANCES:

David Rugaber, Assistant Superintendent, Community Reintegration Center (virtually)

Inspector Aaron Dobson, Milwaukee County Courts Commander, Office of the Sheriff (virtually)

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

A motion was made by Supervisor Logsdon that this Resolution/Ordinance be AMENDED with PER Amendment I. The motion PREVAILED by the following vote:

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

A motion was made by Supervisor Burgelis that this Resolution/Ordinance be **RECOMMENDED FOR ADOPTION AS AMENDED**. The motion **PREVAILED** by the following vote:

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

SELECT COMMITTEE ON DEFERRED COMPENSATION - 1

- 11 [23-804](#) From the Select Committee on Deferred Compensation, requesting authorization to implement automatic enrollment and automatic escalation into the County’s 457(b) Deferred Compensation Plan for most employees beginning in 2024

Attachments: [23-804 REPORT](#)
 [23-804 RESOLUTION](#)
 [23-804 FISCAL NOTE](#)
 [23-804 POWERPOINT](#)

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

The following people appeared and spoke for information only regarding this Action Report:
Emily Lockwood, State Director, Empower Retirement
Tony Johnson, Director of Midwest Consulting & Principal, RVK, Inc.

A motion was made by Supervisor Burgelis that this Action Report be **RECOMMENDED TO BE RECEIVED AND PLACED ON FILE**. He later withdrew the motion, therefore no roll call vote was taken.

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

RETIREMENT PLAN SERVICES - 1

- 12 [23-807](#) From the Director, Retirement Plan Services, Department of Human Resources, providing an informational report on 2023 Milwaukee County Pension Contributions. **(Considered by the Committees on Personnel; and Finance) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [23-807 REPORT](#)

APPEARANCE:

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

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

**DEPARTMENT OF HUMAN RESOURCES
[ORDINANCE] -1**

- 13 [23-809](#) An Ordinance to amend Section 17.98 & 17.99(2) of the General Ordinances of Milwaukee County.

Attachments: [23-809 REPORT](#)

[23-809 RESOLUTION/ORDINANCE](#)

[23-809 FISCAL NOTE](#)

APPEARANCE:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

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

Aye: 5 - Logsdon, Staskunas, Shea, Burgelis and Johnson Jr.

DEPARTMENT OF HUMAN RESOURCES - 2

- 14 [23-811](#) From the Chief Human Resources Officer, Department of Human Resources, requesting approval to implement a new, stepless compensation range structure and migrate non-represented employees for positions in the Business Support, Finance/Accounting, and Medical Examiner job families to the new ranges effective retroactively to Pay Period 15, which began on July 9, 2023, and authorizing the Office of Strategy, Budget and Performance and the Office of the Comptroller to process an appropriation fund transfer up to \$427,337 from Org. Unit 1972 to affected departments to effectuate the new compensation plan

Attachments: [23-811 REPORT](#)
[23-811 REVISED REPORT \(received 08/29/23\)](#)
[23-811 RESOLUTION](#)
[23-811 REVISED RESOLUTION \(received 08/29/23\)](#)
[23-811 FISCAL NOTE](#)
[23-811 REVISED FISCAL NOTE \(received 08/29/23\)](#)
[23-811 INTERNAL COMPENSATION STRUCTURE](#)
[23-811 REVISED INTERNAL COMPENSATION STRUCTURE \(received 08/29/23\)](#)
[23-811 REPRESENTATION AND DESIGNATION \(received 08/29/23\)](#)
[23-811 POWERPOINT](#)

APPEARANCES:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

Dan Laurila, Operating Budget Manager, Office of Strategy, Budget, and Performance (virtually)

Scott Manske, Milwaukee County Comptroller, Office of the Comptroller

Rena Somersan, Managing Principal, Newport Group, appeared virtually and spoke for information only regarding this Action Report.

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

Aye: 4 - Logsdon, Shea, Burgelis and Johnson Jr.

Excused: 1 - Staskunas

- 15 [23-16](#) 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: [23-16 SEPTEMBER REPORT \(received 08/18/23\)](#)

APPEARANCES:

Margo Franklin, Chief Human Resources Officer, Department of Human Resources

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

Jim Mathy, Administrator, Housing Services, Department of Health and Human Services (virtually)

The September 2023 Report for this Reference File was DISCUSSED WITH NO ACTION TAKEN.

**DOT /
MILWAUKEE COUNTY TRANSIT SYSTEM - 1**

- 16 [23-829](#) From the Director of the Department of Transportation and Managing Director and President of the Milwaukee County Transit System, an informational update regarding the Milwaukee County Transit System Employee Engagement Survey Results **(Considered by the Committees on Personnel; and Transportation and Transit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
- Attachments:** [23-829 REPORT](#)
 [23-829 REVISED REPORT \(09/05/23\)](#)
 [23-829 MCTS EMPLOYEE SURVEY RESULTS](#)
 [23-829 REVISED MCTS EMPLOYEE SURVEY RESULTS \(09/05/23\)](#)

APPEARANCES:

Steve Cady, Director of Research and Policy, Research Services Division, Office of the Comptroller
Allyson R. Smith, Committee Coordinator, Legislative Services Division, Office of the County Clerk

A motion was made by Supervisor Burgelis that this Informational Report be LAID OVER TO THE CALL OF THE CHAIRPERSON. The motion PREVAILED by the following vote:

Aye: 4 - Logsdon, Shea, Burgelis and Johnson Jr.

Excused: 1 - Staskunas

E-COMMENTS - 1

- 17 [23-15](#) eComments submitted to the Committee on Personnel via the County Legislative Information Center (CLIC).
- *The Office of the County Clerk collects eComments via CLIC, and appends these official public records to Reference File No. 23-15 at the conclusion of each meeting.
- Attachments:** [23-15 eComments \(09/05/23\)](#)
- There were no appearances for Item 17.
- The record of eComments for the September 5, 2023, meeting are attached to this file as "23-15 eComments (09/05/23)."
- The September 5, 2023, record of eComments was DISCUSSED WITH NO ACTION TAKEN.

The foregoing items were not considered in agenda order.

Length of Meeting: 9:31 a.m. to 12:07 p.m.

Adjourned,

**Allyson R. Smith
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 Tuesday, December 5, 2023, at 9:30 a.m.

Approval Tracking System review must be completed in Legistar on or before WEDNESDAY, November 8, 2023, at 5:00 p.m., for the December meeting cycle.