



EMPLOY MILWAUKEE BOARD OF DIRECTORS

EXECUTIVE COMMITTEE MEETING

December 5, 2024 – 10:00 AM

Employ Milwaukee – 2342 N. 27th Street, Milwaukee, WI 53210

Via Video Conference (MS Teams)

APPROVED MINUTES

Members Present: Carla Cross (Chair), Andres Gonzalez, Edgard Delgado, Mark Kessenich

Members Absent: None

Employ Milwaukee Staff Present: Annemarie Probst, Julie Cayo

Guests Present: Alec Fischer

1. Call to Order

Chair Carla Cross called the meeting to order at 10:08 a.m.

2. Minutes

Mark Kessenich motioned for approval of the August 29, 2024, minutes. Edgard Delgado seconded. The minutes were approved unanimously.

3. Interim CEO and CFO Update

Julie Cayo deferred her CEO update to the full Board of Directors meeting. Annemarie provided a financial update with Personnel, Finance, and Audit (PFA) committee Chair later in the meeting.

4. Committee Report

a. Governance, Nominating, and Compliance Committee

Edgard Delgado presented the nomination of Erik Kennedy of the Medical College of Wisconsin and Elevate Asian, for the Board of Directors. Upon a motion by Mark Kessenich, seconded by Andres Gonzalez, Mr. Kennedy's nomination was approved.

Edgard Delgado presented the nomination of Eduardo Galvan, Interim Superintendent of Milwaukee Public Schools, for the Board of Directors. Upon a motion by Mark Kessenich, seconded by Carla Cross, Mr. Galvan's nomination was approved.

Edgard Delgado presented the nomination of Michael Harris, Chief School Administrative Officer for Milwaukee Public Schools, for Youth Committee Chair and MPS designee. Upon a motion by Mark Kessenich, seconded by Andres Gonzalez, Mr. Harris's nomination was approved.

b. Program Committee

Mark Kessenich provided an overview of the contracts listed on the agenda that have been recommended by the Program Committee for final approval by the Executive Committee. The contracts include Wisconsin DWD QUEST for Equus and Dynamic Workforce Solutions, US EDA Bio Health Tech Hub for WRTP/BIG STEP, Wisconsin DCF Brighter Futures for Boys & Girls Clubs of Greater Milwaukee, and US DOL Skills to Build for the WOW Workforce Development Board. The contracts were unanimously approved upon a motion by Andres Gonzalez, seconded by Edgard Delgado.

c. Youth Committee

The Youth Committee did not meet this quarter, so an update was not provided.

d. Personnel, Finance & Audit Committee

Annemarie Probst provided a financial update. Wipfli is completing the annual audit which will be available in early 2025. Employ Milwaukee's losses for FY24 are expected to be greatly improved. Annemarie and Julie are working with MEDC to extend the line of credit for long-term payment of past losses and to provide cash flow for summer youth employment programming which has high up-front costs for wages.

Annemarie presented insurance renewal recommendations which include moving from United Healthcare to Anthem with a 3.6% reduction in premiums and moving to Delta Dental for dental and vision after a 40% rate increase by Equitable. Mark Kessenich moved to approve the insurance renewals for Anthem in medical and Delta Dental in dental/vision. Edgard Delgado seconded. Motion carried.

Annemarie reviewed suggested updates to the Employee Handbook to provide consistency. These included moving from 9.5 paid holidays to 11, allowing a maximum vacation carryover of 80 hours annually as of the start of the fiscal year on July 1st, and matching automobile insurance requirements for mileage reimbursement to State of Wisconsin levels. Alan Perlstein of the PFA Committee recommended approving the recommendations with the condition that employees are allowed to carryover up to 120 hours of vacation as of July 1, 2025, then 80 hours from July 1, 2026, forward. Mark Kessenich moved to approve all the Employee Handbook updates with Mr. Perlstein's recommendation. Andres Gonzalez seconded. Motion carried.

5. Closed Session

Andres Gonzalez made a motion to enter closed session at 10:37 AM pursuant to Section 19.85 (1) (c) and (e) of the Wisconsin Statutes. Mark Kessenich seconded. Motion carried.

Andres Gonzalez made a motion to exit closed session at 11:10 AM pursuant to Section 19.85 (1) (c) and (e) of the Wisconsin Statutes. Edgard Delgado seconded. Motion carried.

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Mark Kessenich made a motion to recommend contracting with River Run for managed IT services and adjusting internal staffing as needed. Edgard Delgado seconded the motion, and it was unanimously approved.

Mark Kessenich made a motion to enter into agreement with Wisconsin Community Services (WCS) to fund the front desk reception position at 50% of salary and fringe, contingent upon having the ability to participate in choosing a new receptionist if there is turnover in the future. Edgard Delgado seconded the motion, and it was unanimously approved.

Motion for adjournment from Mark Kessenich, seconded by Andres Gonzalez, unanimously approved.

Chair Carla Cross adjourned the meeting at 11:13 A.M.



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