

Julie Cayo, President & CEO

**Employ Milwaukee**

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Cavalier Johnson, Mayor, City of Milwaukee  
**Chief Elected Official**

Carla Cross, **Chair**

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## EMPLOY MILWAUKEE BOARD OF DIRECTORS

### EXECUTIVE COMMITTEE MEETING

**Thursday, November 20, 2025 – 10:00 a.m.**

2342 North 27<sup>th</sup> Street, Milwaukee, WI 53210 – Via Microsoft Teams

### APPROVED MEETING MINUTES

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**Members Present Virtually:** Carla Cross, Andres Gonzalez, Michael Harris, Julie Cayo

**Guests:** Alec Fisher, DWD Local Liaison

**Employ Milwaukee Staff Present:** Annemarie Probst

Chair called the meeting to order at 10:01 a.m.

- I. Minutes from October 30, 2025, Meeting** – Andres Gonzalez motioned for approval of the minutes, Julie Cayo seconded. The approval of minutes passed unanimously.

**II. CEO/CFO Update**

Julie Cayo provided an update on federal funding and strategies to increase agency efficiency, impact, and the ability to stretch funding as FY26 federal appropriations are completed. Annemarie Probst updated the committee on the audit and the possibility of Wipfli lifting the going concern due to positive net assets. Andres Gonzalez requested that Wipfli document in the audit the fiscal recovery that has occurred.

**III. Committee Reports**

**Governance, Compliance, and Nominating (GCN) Committee**

Julie Cayo reviewed a recommendation from the Governance, Nominating, and Compliance (GCN) Committee to amend the bylaws to remove the GCN and Youth Committees and form a new Future Talent and Strategy Committee. No compliance or functionality would be lost but the agency would gain efficiencies and increased engagement from committee members. Andres Gonzalez motioned to approve, Michael Harris seconded. The approval of the bylaws amendment passed unanimously.

**Program Committee**

Julie Cayo shared that the Program Committee did not have a quorum so minutes and policy approvals were approved via email proxy vote. Andres Gonzalez motioned to approve policy updates in the agenda packet, Michael Harris seconded. The approval of policy updates passed unanimously.

**Personnel, Finance, and Audit Committee**

Andres Gonzalez provided an update on fund development, the audit, and the lease. Annemarie shared information on the agency's audit, net assets, and an overview of the recommended 2026 benefit renewals. Andres Gonzalez motioned to approve, Michael Harris seconded. The approval of the benefit renewals passed unanimously.

**IV. Other Items**

None.

Meeting Adjourned 10:43 a.m.