

Julie Cayo, President & CEO

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Cavalier Johnson, Mayor, City of Milwaukee
Chief Elected Official

Carla Cross, **Chair**

EMPLOY MILWAUKEE BOARD OF DIRECTORS

GOVERNANCE, COMPLIANCE, AND NOMINATING COMMITTEE MEETING

Tuesday, November 11, 2025 – 9:00 a.m. – 10:00 a.m.

2342 North 27th Street, Milwaukee, WI 53210 – Via Microsoft Teams

APPROVED MEETING MINUTES

Members Present Virtually: Edgard Delgado, Julie Cayo, Erik Kennedy

Guests: None

Employ Milwaukee Staff Present: Carrie Hersh, Marcia Blackman

Chair called the meeting to order at 9:01 a.m.

- I. Minutes from August 12, 2025, Meeting** – Erik Kennedy motioned for approval of the minutes, Julie Cayo seconded. The approval of minutes passed unanimously.

**II. Compliance
Policy Updates**

Carrie Hersh reviewed the Annual Review of Policies document with the committee and reported that Employ Milwaukee's Interdepartmental Policy Workgroup meets to review each policy and identify revisions or additions of new policies. The 2025 Annual Review is complete. One new policy has been created for supportive services, and the Follow Up Services, Conflict of Interest and Incentives policy for Youth have been updated.

Changes to Bylaws

Julie Cayo discussed proposed changes to the Bylaws that recommend folding the GCN committee duties into the Executive Committee and the Youth Committee into the Program Committee. This is based on statewide comparison and is intended to increase efficiency and improve committee engagement. Erik Kennedy motioned to approve, Julie Cayo seconded. The approval of the recommendation passed unanimously.

III. Committees

Board Compliance and Vacancies

Julie informed the group that the Board is compliant. Erik recommended an individual from Associated Bank as a possible board member. Julie will send a self-nomination form to Erik to forward to them. Marcia indicated that there remains a non-board member vacancy on the GCN committee. However, based on approval of the Bylaws recommendation, this may be irrelevant. She also indicated that with Erik's new role as with the Milwaukee Tech Hub Coalition, he will need to submit a new Conflict of Interest form. Carrie will forward this form to Erik for signature.

IV. Other Items

None.

Meeting Adjourned 9:28 a.m.