



EMPLOY MILWAUKEE BOARD OF DIRECTORS

GOVERNANCE, COMPLIANCE & NOMINATING COMMITTEE MEETING

Wednesday, November 11, 2020 – 8:00 a.m. – 9:00 a.m.

2342 North 27th Street, Milwaukee, WI 53210 – Via Zoom Technology

DRAFT MINUTES

(pending Committee approval)

Members Present Virtually: Andres Gonzalez (Committee Chair), Chytania Brown, Tasha Jenkins

Member Excused: Saul Newton

Employ Milwaukee Staff Present: Julie Cayo, Eileen McMahon

Chair Andres Gonzalez called meeting to order at 8:02 a.m.

I. Minutes from September 23, 2020 Meeting – Action

Committee members briefly discussed minutes from September 23rd, 2020 meeting. Minutes were approved as circulated.

II. Compliance

Packet information – EMI Annual Review of Policies CY2020

- Employ Milwaukee Annual Review of Policies

Julie Cayo reported that all policies were reviewed and confirmed current. For the Employee Handbook and internal procedures, our consultant from MRA has been updating. She added that EMI will be hiring an HR Manager in next month or so and this individual will be involved in completing any documentation. The Employee Handbook is expected to be ready for review by Personnel, Finance & Audit Committee meeting on December 3rd, 2020. Chair Gonzalez asked if the WAH policy would become part of Employee Handbook? Ms. Brown responded we had temporary WAH policies and have now created permanent policy due to continuing pandemic regulations in our State. This policy will not be part of Employee Handbook updates. Question was further posed on frequency bylaws are reviewed. Ms. Cayo responded Governance Committee reviews three times annually. Chair Gonzalez responded that bylaws are guidelines but should be available to create flexibility. Ms. Cayo reported that the Executive Committee August meeting was cancelled but she could create a memo for all policies to see all at once.

Next steps – Julie Cayo will create cover memo that speaks to any changes to policies one week prior to Executive Committee on December 3rd, 2020.

III. Committees

Packet Information – Board Review and Committee Nomination Report including BOD Standing Committees, current Board of Directors Roster

- **Review Board and Committee Nomination Report**

- Vacancies

- GCN Committee Board Member – Tasha Jenkins, WDA Director, Wisconsin Department of Workforce Development

Ms. Cayo reported we are currently under on business representation on Board. The Executive Committee on December 3rd, 2020 will see nominations for Mark Kessenich (AGC), and Christopher Rowland (Manpower), who GCN committee nominated at the September 23rd meeting. Also updated Executive Committee roster to replace Darryl Morin with Andres Gonzalez, new Chair of GCN committee, in addition to replacing Ted Matkom with Carla Cross, new Chair of Program Committee. Chair Gonzales asked about signatures for changes. Ms. Brown responded Board Chair can sign according to bylaws.

- GCN Non-Board Member – Discussion

Welcome to Tasha Jenkins attending her first meeting today. Still need a nomination for one more non-board member for this committee with preferably compliance background. Tasha Jenkins recommended Michael Mayo, Sr. (Ret.) for non-board member. He previously worked for Milwaukee County.

Next steps – Ms. Brown will add Michael Mayo, Sr. to potential list of non-Board members.

- Board of Directors Business Representative – update

Julie Cayo sent potential members list to Chair Gonzales and he is still reviewing it. He should have some names by the Executive Committee meeting.

- Nominations

- Self-Nomination Forms Received - None

- Board Member Recruitment, Selection, and Development Discussion

After brief discussion, question was posed on how we learn skill sets for new members to help decide which committee to recommend them for? Ms. Brown responded she talks to each new member and gives them an overview on committees. Mark Kessenich expressed interest in ad hoc for selling building, moving to new location or fund development. Chris Rowland prefers to get acclimated before additional commitment.

IV. Other Items

Brief discussion was held on presidential election and impact on funding with outcome. Ms. Brown noted that federal resources should not be a concern but looking for innovative ways to build nondiscretionary funding.

The meeting was adjourned at 8:34 a.m. by Chair Gonzalez.

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