

**EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF MILWAUKEE  
ANNUITY AND PENSION BOARD**

Minutes of the Legislative Committee Meeting (Committee of the Whole)  
held January 28, 2025

The meeting was called to order at 9:00 a.m.

Committee Members Present:       Matthew Bell  
  Justin DeCleene  
  Timothy Heling  
  Tom Klusman  
  Rudy Konrad  
  Deborah Ford, Chair

Committee Members Not Present:   Bill Christianson (arrived 9:10 a.m.)  
  Nik Kovac (excused)

ERS Staff Present:                     Bernard J. Allen, Executive Director  
  Melody Johnson, Deputy Director  
  Erich Sauer, Deputy Chief Investment Officer  
  Mary Turk, Business Operations Analyst  
  Jan Wills, Board Stenographer

Others Present: Patrick McClain, City Attorney's office; Terry Siddiqui, DS Consulting, Inc.; eight members of the public called in for the meeting.

**Amendment to Board Rule II for Succession Planning for the ERS Management Positions.**

Ms. Ford stated there is an amendment to Board Rule II.C. in the form of a new section 8. for succession planning for ERS key management positions. She said no procedure exists in the Board Rules governing what happens in the event of a short-term or long-term absence, retirement, or resignation. Ms. Ford mentioned three preliminary decisions the Board has to make: 1) whether the position should be exempt or non-exempt, 2) whether to do a national search or internal candidates only, and 3) whether to use an external recruitment firm or have DER run the process. Discussion ensued regarding the road map outline for succession for the ED position upon retirement of the current incumbent which is on file with the Board Secretary and is incorporated as part of these minutes.

Ms. Ford put forth the motion that the Executive Director position is an exempt position, that the Board will do a national candidate search, that the Board will hire an external recruitment firm, and that a modification be made to the Board Rules that the duties of the Executive Director permanently include serving as Secretary of the Board without the need for such authorization each time the position is filled with a new incumbent.

It was moved by Mr. Bell, seconded by Mr. Heling, and unanimously carried, to approve the Amendment to Board Rule II, with the motion put forth by Ms. Ford, for Succession Planning for the ERS Management Positions.

**Discuss Recommendation to the City of Milwaukee Regarding Request for Waiver of Law Enforcement Standards Board (LESB) Requirement for Limited Duty.** Mr. Klusman recommended that there be no disconnect within various entities within City government. He said the LESB apparently has some stringent requirements that do not comport to the Limited Duty SOP and the City may want to revisit that on their end. Mr. Klusman said the LESB requires DDR applicants to finish their shooting course every year to maintain their certification. He said Limited Duty officers are only required [by MPD] to perform what they can and that is a disconnect between the LESB standard and the MPD standard. Mr. Klusman noted DDR applicants are apparently telling their doctors of [Medical] Council they need to be able to be a full-duty person and perform every aspect of policing.

Mr. McClain said this is posted for a recommendation but it is more of an inquiry. He stated this might intrude on the City's collective bargaining process after talking with the collective bargaining attorney prior to this meeting. Mr. McClain said, after hearing Mr. Klusman's explanation, he would have a proposal that could resolve the problem and will report back to the Board on how LESB standards are impacting Duty Disability. Ms. Ford tabled this item until Mr. McClain reports back to the Board.

There being no further business to come before the meeting, it was moved by Mr. Bell, seconded by Mr. DeCleene, and unanimously carried, to adjourn the meeting.

Ms. Ford adjourned the meeting at 9:58 a.m.

Bernard J. Allen  
Secretary and Executive Director

(NOTE: All proceedings of the Annuity and Pension Board Meetings and related Committee Meetings are recorded. All recordings and material mentioned herein are on file in the office of the Employees' Retirement System, 789 N. Water Street, Suite 300.)