



City of Milwaukee
Employees' Retirement System

Bernard J. Allen
Executive Director

David M. Silber, CFA, CAIA
Chief Investment Officer

Beth Conradson Cleary
Deputy Director

April 5, 2018

Milwaukee Common Council
Finance and Personnel Committee
200 E. Wells street, Room
205 Milwaukee, WI 53202

Attn: Ald. Milele Coggs, Chair

Dear Ald. Coggs and Committee Members,

The Annuity & Pension Board by action duly taken at its March 22, 2018 meeting requests Finance and Personnel Committee authorization for paid release from duty in excess of thirty-two hours pursuant to City Ordinance 350-219 for an employee trustee, Mr. James Campbell, in order to attend 2018 scheduled Annuity & Pension Board meetings, Board Committee meetings, due diligence travel to visit investment managers and pension related conferences as outlined on the attached schedule.

Sincerely,

A handwritten signature in black ink, appearing to read "Bernard J. Allen".

Bernard J. Allen
Secretary & Executive Director

2018 Proposed Paid Excused Times for James Campbell

Board and Investment Committee Meetings	Hours
9 Investment Committee Meetings (4 hours on average including travel)	36
11 Pension Board Meetings (4 hours on average including travel)	44
Total Meetings Excused Time	80
Due Diligence	
4 Due Diligence Trips	96
Conferences	
4 Conferences	120
Total Due Diligence and Conferences Excused Time	216
TOTAL EXCUSED TIME	296

350-219. Participation in Governmental, Professional, Technical and Community Organizations.

1. POLICY. City employees are encouraged to participate in governmental, professional, technical and community organizations for purposes of performing public service and to enhance their job performance and thereby improve the efficiency of city operations.

2. GOVERNMENTAL ACTIVITIES. City department, division and bureau heads shall grant time off with pay up to 32 hours per year to employees appointed or elected to city, county, state or federal boards, commissions or committees for official meetings and functions of such bodies during regularly scheduled working hours. Time off with pay shall be granted only if the employee gives 48 hours notice requesting time off for such activities. Employees may be permitted additional time off with pay beyond 32 hours per year for attendance at meetings for the purpose of carrying out the business of a board, commission or committee or for attending conferences necessary to the efficient discharge of the duties and responsibilities of a board, commission or committee if approved of by the finance and personnel committee upon receipt of a written request from a board, commission or committee requesting such additional time off with pay for an employee. Overtime pay as provided under this chapter shall be allowed if participation on the board, commission or committee is an extension of the employee's regular job.

3. NONGOVERNMENTAL ACTIVITIES.

City department, division and bureau heads may grant up to 32 hours of time off with pay per year to employees to attend meetings of jobrelated governmental, professional, technical or community organizations. Permission shall be in writing and shall be granted only if the employee gives 48 hours notice requesting time off for such activities. Employees may be permitted additional time off with or without pay under this section if approved by the finance and personnel committee upon the written request from the organization requesting the additional time off. No overtime pay shall be allowed for such activities.