

☞ **05hr_JC-Au_Misc_pt04e**



☞ Details: Follow-up: Letter Report (November 2004), Opportunities Industrialization Center of Greater Milwaukee

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2005-06

(session year)

Joint

(Assembly, Senate or Joint)

Committee on Audit...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

OIC-GM EMPLOYEE CODE OF ETHICS

The mission of OIC-GM and its affiliate agencies includes significant efforts to promote ethical conduct in how employees perform their duties and deliver services to our customers. OIC-GM officers hold an important and elevated role in corporate governance. As members of the management team, they are uniquely capable and empowered to ensure that all stakeholders' interests are appropriately balanced, protected and preserved.

This Code provides principles to which all employees are expected to adhere and advocate. They embody rules regarding individual and peer responsibilities, as well as responsibilities to employers, the public, and other stakeholders. Violation of OIC-GM's Employee Code of Ethics shall be cause for corrective or disciplinary action.

All employees of OIC-GM and its Affiliates will:

1. Demonstrate the highest standards of personal integrity, truthfulness, honesty and fortitude in all work activities in order to inspire public confidence and trust in our Agency; perform their duties in a fair, impartial and professional manner.
2. Be prompt and regular in reporting to work and be diligent, competent and efficient in the performance of duties.
3. Approach our organization and operational duties with a positive attitude and constructively support open communication, creativity, dedication and compassion.
4. Serve the public with respect, concern, courtesy and responsiveness, recognizing that service to the public is beyond service to oneself.
5. Comply with applicable rules and regulations of federal, state, and local governments, and other appropriate public and private regulatory agencies.
6. Support, implement and promote equal employment opportunity by our recruitment, selection and advancement of qualified persons from all elements of society and not display prejudice against persons or organizations, thus affecting cordiality of contacts with other employees or the public.
7. Avoid activities in personal and professional relationships that are in conflict or may appear to be in conflict with this Code of Ethics, could prove to be incompatible with assigned duties, or which place their personal interests above those of OIC-GM. Employees must avoid conflicts of interest between their private financial activities and their part in the conduct of company business.

8. Practice honesty, integrity and fairness in all aspects of their business and expect the same in their relationships with all those with whom they do business. The direct or indirect offer, payment, soliciting and acceptance of bribes in any form are unacceptable practices.
9. Ensure that all business transactions on behalf of a OIC-GM must be reflected accurately and fairly in the accounts of the company in accordance with established procedures and be subject to audit.
10. Not grant any special consideration or advantage to individuals or groups beyond that which is available to every other individual or group, eliminate all forms of fraud and mismanagement of funds, and proactively promote ethical behavior among peers, in the work environment and the community.
11. Respect and protect the confidentiality of information acquired in the course of one's work except when authorized or otherwise legally obligated to disclose. Confidential information acquired in the course of one's work will not be used for personal advantage.
12. Exercise whatever discretionary authority they have under law to promote the public interest and not use their positions to receive special favors for themselves or others.
13. Share knowledge and maintain skills important and relevant to constituents' needs and accept as a personal duty the responsibility to keep up to date on emerging issues and to administer the public's business with professional competence, fairness, impartiality, efficiency and effectiveness.
14. Not use OIC-GM funds, supplies or facilities for purposes other than to conduct official company business.
15. Exercise care and emphasize safety in the use of OIC-GM property and equipment.
16. Report known or suspected violations of this Code.
17. Be accountable for adhering to this Code.

Acknowledgment of Receipt of

OIC-GM and Affiliates

EMPLOYEE CODE OF ETHICS

I certify that I have received the OIC-GM Employee Code of Ethics. I understand it is my responsibility to read and understand the provisions therein and to seek clarification on any provision of the code as needed.

I understand that information in this code is subject to amendment or revision by OIC-GM at anytime, with or without notice. I understand that changes in the code may supercede, modify or eliminate any provision of this code.

By my signature below I affirm that I will comply with the standards set forth in this code and conduct myself according to its terms. I understand that failure to do so might result in disciplinary action.

Employee Name (please print)

Employee Signature

Date

Company Representative Name (please print)

Company Representative Signature

Date

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LINDA BRANDENBURG

Employee Name (please print)

Linda Brandenburg
Employee Signature

1/11/2005
Date

Harnette Johnson
Company Representative Name (please print)

[Signature]
Company Representative Signature

1/11/2005
Date

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Claudetta Wright
Employee Name (please print)

Claudetta Wright
Employee Signature

1/11/05
Date

Georgia M. Cameron
Company Representative Name (please print)

Georgia M. Cameron
Company Representative Signature

1/11/05
Date

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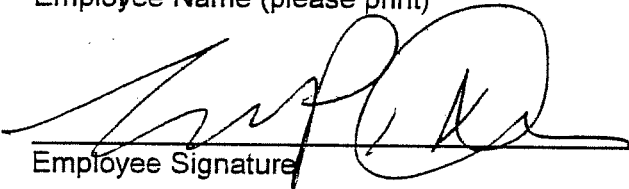
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TYRONE F. DUMAS

Employee Name (please print)



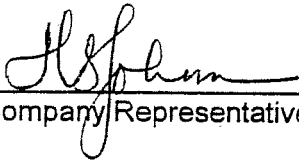
Employee Signature

1/12/05

Date

Harriett E. Johnson

Company Representative Name (please print)



Company Representative Signature

1/12/05

Date

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BERNARDETTE KARANTA-KJAAAGA
Employee Name (please print)


Employee Signature

1/12/05
Date

TYRONNE P. DUMAS
Company Representative Name (please print)


Company Representative Signature

1/12/05
Date

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Harriett E. Johnson

Employee Name (please print)

H. Johnson

Employee Signature

1/11/2005

Date

TYRONE P. DUMAS

Company Representative Name (please print)

[Signature]

Company Representative Signature

1/11/05

Date

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Cleshette Nash

Employee Name (please print)

Cleshette Nash

Employee Signature

1-11-05
Date

Michelle Buckingham
Company Representative Name (please print)

[Signature]
Company Representative Signature

1/11/05
Date

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Barbara L. Brown
Employee Name (please print)

Barbara L. Brown
Employee Signature

1-11-04
Date

Harriett E. Johnson
Company Representative Name (please print)

H. Johnson
Company Representative Signature

1-11-05
Date

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By my signature below I affirm that I will comply with the standards set forth in this code and conduct myself according to its terms. I understand that failure to do so might result in disciplinary action.

Michelle L. Buckingham
Employee Name (please print)

[Signature]
Employee Signature

1/11/05
Date

Harriett E. Johnson
Company Representative Name (please print)

[Signature]
Company Representative Signature

1/11/05
Date

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MAE O. BOLDEN
Employee Name (please print)

Mae O Bolden
Employee Signature

1-11-05
Date

Claudetta Wright
Company Representative Name (please print)

Claudetta Wright
Company Representative Signature

1-11-05
Date

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Georgia M. Cameron

Employee Name (please print)

Georgia M. Cameron
Employee Signature

1/11/05
Date

Claudetta Wright
Company Representative Name (please print)

Claudetta Wright
Company Representative Signature

1/11/05
Date

Section 10. Leave and Time Off

10.1 Paid-Time-Off (PTO)

Instead of offering separate vacation and sick leave days, OIC-GM offers a paid time off ("PTO") Plan that combines both of these benefits. We believe this Plan will give employees the flexibility to manage their time off as they see fit. Employees may use PTO in a number of ways including:

- as vacation,
- for personal business,
- for brief periods of illness,
- to supplement Worker's Compensation or short-term disability pay
- in the event of inclement weather,
- to attend a child's school activities
- to care for elderly or ill family members,
- or simply to take a day off work.

The combination of PTO time and any other form of payment (i.e., Workers' Compensation, or short-term disability pay) may not exceed 100% of your normal weekly or biweekly pay.

10.1.1 Eligibility for Paid Time Off

All regular full-time employees are eligible to accrue PTO. Part-time employees and those classified as temporary, intermittent, or seasonal/summer are not eligible to participate in the PTO Plan. (For information on employee classifications, see Section 5.1 of this Guide.)

10.1.2 Accrual of Paid Time Off

PTO accrues according to the following schedule:

Paid-Time-Off (PTO) Schedule		
Length of Service	PTO Days	PTO Advanced
(in years)	Earned Per Month	on January 1
0 – 2	1.33	16
3 – 5	1.92	23
6 – 9	2.33	28
10-14	2.75	33
15+	3.17	38

When the amount of PTO for which you are eligible increases based on your length of service, the additional days will be advanced on your anniversary date.

10.1.3 Time Credited

PTO will be advanced into your account on January 1 of each year; however, days are earned evenly on a monthly basis throughout the year. For example, an employee who is credited 16 days on January 1 actually earned that time during the year that follows at a rate of 1.333 days per month. Upon termination, all earned days not previously used will be paid out at 100%. All days used that had not yet been earned will be deducted from the final paycheck.

10.1.4 Use of Paid Time Off

You can begin using PTO upon completion of one half of your orientation period (three or six months, depending on your classification) but you must schedule time off in advance with your immediate supervisor and have your supervisor's prior approval before using paid time off. We will try to grant every employee's PTO request for the days off they choose. However, we must have enough workers to meet our day-to-day needs -- which means we might not be able to grant every PTO request, especially during holiday periods. If circumstances, such as a medical or family emergency, prevent advance scheduling, you must inform your supervisor as soon as possible that you are taking paid time off.

Because PTO encompasses vacation and sick leave, employees must manage their PTO responsibly to ensure that they have time available for emergencies, such as personal or family illness. An employee who needs time off but has no accrued PTO may be eligible to take unpaid leave. The Company will decide these requests on a case-by-case basis.

10.1.5 Prorating Paid Time Off

For the purpose of prorating monthly paid time off, OIC-GM has established 2080 hours as the maximum number of paid hours in a calendar year and 173 as the maximum number of paid hours in a month ($2080 / 12 = 173$). New employees hired between the 1st and the 15th of any month will accrue 100% of the monthly PTO. New employees hired after the 15th of any month will accrue 50% of the monthly PTO.

If an employee is in non-pay status (any unpaid leave) for any portion of a month, the amount of accrued PTO will be prorated based on the number paid hours to the employee as a percentage of the 173 maximum.

Example: Length of Service: 4 yrs.

Accrual Rate: 1.92 days per month

Hours Paid: 93

PTO Calculation: $93 / 173 = .538 \times 1.92 = 1.03$ days of PTO

10.1.6 Carryover of Paid Time Off

All PTO accrued during the calendar year must be used by the end of that year. Employees may not carry over PTO from one calendar year to the next.

10.2 Holidays

Our Company observes the following holidays each year:

New Year's Day	Labor Day
Dr. Martin Luther King, Jr. Day	Thanksgiving Day
Good Friday	The Friday following Thanksgiving Day
Memorial Day	Christmas Eve Day
Fourth of July	Christmas Day

If a holiday falls on a weekend, the Company will inform you when the holiday will be observed. Ordinarily, holidays falling on a Saturday will be observed the preceding Friday; holidays falling on a Sunday will be observed the following Monday.

10.2.1 Holiday Pay

Eligible employees are limited to no more than 8 hours of holiday pay per approved holiday.

10.2.2 Eligibility for Holiday Pay

In order to qualify for holiday pay, an eligible employee must be in paid status for the scheduled workday immediately before and immediately after the holiday. An employee who is absent without leave (AWOL) or on unpaid suspension is not in paid status.

Regular, full-time employees of the Company who work 33 to 40 hours during the workweek are entitled to paid holidays, regardless of their length of service. During the first year of employment, holiday pay will be prorated based on the employee's full time equivalency. On January 1 of each subsequent year, the actual percent of time worked in the previous year will be calculated and the resulting percentage applied to your holiday pay for the current year. It is possible for the percentage to increase or decrease based on the previous year. For example, an employee worked 1435 hours in the previous year. The benefit for the current year will be calculated as follows:

$$1435 \text{ hours} / 2080 \text{ (full-time)} = 69\% \text{ full time equivalent (FTE)} \times 8 \text{ hour day} = 5.50 \text{ hours (5.52 rounded to the nearest quarter hour, i.e., .25, .50, .75).}$$

Part-time, temporary, on-call, intermittent and summer/seasonal employees are not eligible for paid holidays. For information on employee classifications, see Section 5.1 of this Guide.

10.2.3 Holiday Pay Entitlements for Employees in Leave Status

When a Company-designated holiday occurs during an eligible employee's approved paid time off, the holiday is not counted as a day of paid time off.

When a Company-designated holiday occurs during an eligible employee's approved absence

under the Paid Time Off Plan, paid leave under the Family and Medical Leave Act, or bereavement leave, the holiday is not counted as a day of PTO or paid leave under FMLA. When a Company-designated holiday occurs during an eligible employee's approved unpaid leave of absence (including unpaid leave under the Family and Medical Leave Act), the employee is not entitled to holiday pay.

10.2.4 Optional Holidays

An eligible employee who is entitled to observe Rosh Hashanah, Yom Kippur, or any other religious holiday on a day that the Company is open and staffed to conduct business, may request leave without pay or paid time off to observe the holiday. The employee must provide reasonable advance notice to the supervisor of your intent to observe the holiday. Supervisory approval is required.

OIC-GM will make every effort to reasonably accommodate an employee's request to attend religious observances. Time off will be granted on a reasonable basis for observances of religious services. In the event such time exceeds two hours, an employee may use paid time off or request leave without pay.

10.3 Medical Leave Reserve Account (MLR) [Revised 01/04/05]

OIC-GM understands that it is important to protect the incomes of regular full-time employees during periods of prolonged (more than 5 consecutive workdays) illness or injury that is not work related. Therefore, the Company establishes for each employee classified as regular full-time a Medical Leave Reserve Account (MLR) which provides additional paid leave days for employees ~~who have exhausted their Paid Time Off (PTO). This purpose of the MLR is to allow~~ them employees time to be restored to health so they can return to work.

10.3.1 Eligibility for Medical Leave Reserve Account

All regular, full-time employees who have completed one year of service will be eligible for MLR. Part-time employees and those classified as temporary, intermittent, or seasonal/summer are not eligible to receive MLR hours. (For information on employee classifications, see Section 5.1 of this Guide.)

10.3.2 Medical Leave Reserve Time Credited

On January 1 of each year, each full-time employee will be credited with five (5) days (40 hours) of MLR. The maximum number of days that can be accumulated in an employee's MLR account is twenty (20) days or 160 hours.

10.3.3 Use of Medical Leave Reserve

MLR days are granted for circumstances requiring more than five consecutive days of absence, due to the employee's own non-work-related injury or illness or the illness/injury of an immediate family member. Under this policy, immediate family is defined as the employee's spouse, child, or parent. In most instances, the employee will be required to apply for leave under the Family and Medical Leave Act. Medical certification provided under FMLA will be accepted as documentation for use of MLR time. Employees are not paid for unused MLR upon termination of employment. Use of MLR is approved only after the employee has submitted an application

for leave under the Family and Medical Leave Act (For information on FMLA, see Section 10.4 of this Guide.)

10.3.4 Prorating of Medical Leave Reserve

Employees who become eligible for MLR during a calendar year will have MLR hours credited on a prorated basis at the rate of 3.3 hours per month of service beginning with the first month following the month during which the employee completes one year of service.

Example: Employee completes 1 year of service on August 17

Accrual Rate: 3.3 hours per month

Hours Paid: 13.3

Prorated MLR Calculation: $40 / 12 = 3.3 \times 4 = 13.3$ hours of MLR

10.2 Holidays

Our Company observes the following holidays each year:

New Year's Day	Labor Day
Dr. Martin Luther King, Jr. Day	Thanksgiving Day
Good Friday	The Friday following Thanksgiving Day
Memorial Day	Christmas Eve Day
Fourth of July	Christmas Day

If a holiday falls on a weekend, the Company will inform you when the holiday will be observed. Ordinarily, holidays falling on a Saturday will be observed the preceding Friday; holidays falling on a Sunday will be observed the following Monday.

10.2.1 Holiday Pay

Eligible employees are limited to no more than 8 hours of holiday pay per approved holiday.

10.2.2 Eligibility for Holiday Pay

In order to qualify for holiday pay, an eligible employee must be in paid status for the scheduled workday immediately before and immediately after the holiday. An employee who is absent without leave (AWOL) or on unpaid suspension is not in paid status.

Regular, full-time employees of the Company who work 33 to 40 hours during the workweek are entitled to paid holidays, regardless of their length of service. During the first year of employment, holiday pay will be prorated based on the employee's full time equivalency. On January 1 of each subsequent year, the actual percent of time worked in the previous year will be calculated and the resulting percentage applied to your holiday pay for the current year. It is possible for the percentage to increase or decrease based on the previous year. For example, an employee worked 1435 hours in the previous year. The benefit for the current year will be calculated as follows:

$$1435 \text{ hours}/2080 \text{ (full-time)} = 69\% \text{ full time equivalent (FTE)} \times 8 \text{ hour day} = 5.50 \text{ hours (5.52 rounded to the nearest quarter hour, i.e., .25, .50, .75).}$$

Part-time, temporary, on-call, intermittent and summer/seasonal employees are not eligible for paid holidays. For information on employee classifications, see Section 5.1 of this Guide.

10.2.3 Holiday Pay Entitlements for Employees in Leave Status

[REDACTED]

When a Company-designated holiday occurs during an eligible employee's approved absence under the Paid Time Off Plan, paid leave under the Family and Medical Leave Act, or bereavement leave, the holiday is not counted as a day of PTO or paid leave under FMLA. When a Company-designated holiday occurs during an eligible employee's approved unpaid leave of absence (including unpaid leave under the Family and Medical Leave Act), the employee is not entitled to holiday pay.

OIC-GM Compensation Study

Salaries.com

Presented by:

Scott M. Dettmann

Vice President & Principal Consultant

Carlson Dettmann Consulting

1240 Deming Way, Madison, Wisconsin

January 10, 2005

CARLSON
DETTMANN
ASSOCIATES LLC

OIC-GM

Project scope

Salaries

- Study covered all non-rep OIC-GM positions
- Study measured:
 - Job responsibilities
 - Internal comparability
 - Salary markets
- Project Deliverables:
 - Pay structures for all positions
 - Administrative Guidelines established

Job evaluation

Salaries.com

- Formal process for ordering a set of jobs
- *Internal Evaluation Team*
 - *Susan Hunter –HR*
 - *Amara Weaver-W-2*
 - *Chue Xiong-W-2*
 - *Anita Horton-CPRC*
 - *Yadira Lopez-W-2*
 - *James Otey- Weatherization*
 - *Claudetta Wright-HR*
- The Evaluation Team evaluated jobs, not people

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OIC-GM

Evaluation factors

Salaries

- Formal preparation and experience
- Decision-making (impact)
- Thinking challenges and problem solving
- Interactions and communications
- Work environment

Market measurement

Salaries.com

- For a set of benchmark positions
- Gather data
 - Comparable employers in recruitment area(s)
 - 12 compensation surveys used to develop pricing on benchmark positions, including custom survey
 - Information used to develop pay ranges

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OIC-GM

Salary Grade Levels

Salaries

- Levels established to recognize relative differences in position responsibilities and requirements
- Assignment of positions to grades is accomplished through the evaluation of each position and the matching of positions to applicable employment markets
- Current salary structure consists of 22 salary grades

Salary Ranges

Salaries

- Represent a competitive and equitable framework by which to judge the appropriateness of salaries paid to individual employees.
- Midpoints represent reasonably competitive levels
- Minimums and maximums represent reasonable outer limits
- Maintained competitively on an annual basis

OIC GM

Position Evaluation Summary Report

Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
105	President/CEO	7H	398	6DF	697	7D	262	6E	398	1L	50	1805	1794-1972	22
104	COO	6H	301	5+DF	612	6D	228	6D	301	1L	50	1492	1483-1630	20
102	CFO	7G	346	5C+P	402	6D	228	5D	228	1L	50	1254	1225-1347	18
81	W-2 Administrator	6G	262	5CF	398	6D	228	5C+	200	2L	58	1146	1114-1224	17
70	VP Human Resources	6G	262	5C+P	402	6D	228	5C+	200	1L	50	1142	1114-1224	17
46	Str. VP of Real Estate	6G	262	5CP	346	5D	198	4+C+	172	2I	58	1036	1013-1113	16
101	Dir. Of I.T.	6F	228	4+CP	304	5D	198	4+C+	172	1L	50	952	921-1012	15
103	Controller	6F	228	4+CP	304	5D	198	4+C+	172	1L	50	952	921-1012	15
79	Director of Case Mgt	6F	228	4+B+P	262	5D	198	4+C+	172	2L	58	918	837-920	14
49	Director of Ops BD&M	6F	228	4+B+P	262	5C+	174	4+C+	172	1L	50	886	837-920	14
75	VP Home Improvement Scvs	6F	228	4+B+P	262	5C+	174	4+C	152	1L	50	866	837-920	14
26	Director of Front End	6E	198	4B+P	230	4D	172	4+C+	172	2L	58	830	761-836	13
80	Dir of Employ & Train(W-2)	6E	198	4B+P	230	4D	172	4+C+	172	1L	50	822	761-836	13
48	Director of H.R.	6E	198	4B+P	230	4D	172	4+C	152	1L	50	802	761-836	13
66	Mgr. ITT	6D	172	4B+P	230	4D	172	3+C	115	1L	50	739	692-760	12
41	Center Admin LOC Daycare	6D	172	4BP	198	4C+	152	4C	131	2L+	67	720	692-760	12
90	Mgr. CPRC	6D	172	4BP	198	4C+	152	4C	131	2L+	67	720	692-760	12
71	VP Community Relations	6E	198	3+BP	174	4C+	152	4C	131	1L	50	705	692-760	12
27	Work Program Mgr.	6D	172	4BP	198	4C+	152	4C	131	1L	50	703	692-760	12
59	Resarch & Plan Analyst	6E	198	3+A+P	150	4D	172	3+C	115	1L	50	685	629-691	11
96	Director of Admin Services	6D	172	3+BP	174	4C+	152	4C	131	1L	50	679	629-691	11

OIC GM

Position Evaluation Summary Report

Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
51	Front End Ops Mgr.	6D	172	3+BP	174	4C	131	4C	131	2L	58	666	629-691	11
87	Mgr of QA & Fact Finding	6D	172	3+BP	174	4C+	152	3+C	115	1L	50	663	629-691	11
31	Work Program Mgr. FSET	6D	172	3+BP	174	4C	131	4C	131	1L	50	658	629-691	11
76	Program Director Weatherize	5E	150	3+BP	174	4C+	152	3+C	115	1L	50	641	629-691	11
42	Childcare Specialist	6D	172	3+A+P	150	4C	131	3+C	115	2L+	67	635	629-691	11
63	Database Administrator	6D	172	3+A+P	150	4D	172	3B	86	1L	50	630	629-691	11
43	Facil/ Security Coord.	5D	131	3+BP	174	4C	131	3+C	115	3L+	76	627	572-628	10
82	Mgr of Employ & Train (W-2)	5E	150	3BP	150	4C	131	4C	131	1L	50	612	572-628	10
91	Project Coord. Absence	6C	150	3+A+P	150	4C	131	4C	131	1L	50	612	572-628	10
83	Mgr. Of Support Services	5E	150	3BP	150	3C	114	4C	131	2L	58	603	572-628	10
13	Team Leader W-2 Case Mgt.	5E	150	3+A+P	150	4C	131	3+C	115	1L	50	596	572-628	10
64	Network Administrator	5D	131	3BP	150	4C+	152	3C	99	1L	50	582	572-628	10
47	Mgr. Program Compliance	6C	150	3A+P	132	3C+	132	3+C	115	1L	50	579	572-628	10
97	H.R. Generalist I	6C	150	3A+P	132	3C+	132	3+C	115	1L	50	579	572-628	10
98	H.R. Generalist II	6C	150	3A+P	132	3C+	132	3+C	115	1L	50	579	572-628	10
44	Purchasing Agent	5D	131	3A+P	132	3C	114	4C	131	2I	58	566	520-571	9
74	Workshop Coord. KTL	5D	131	3A+P	132	3C	114	4C	131	2L	58	566	520-571	9
22	Program Analyst	6C	150	3AP	114	4C+	152	3C	99	1L	50	565	520-571	9
99	W-2 / CSJ Prog Monitor	6D	172	3A+P	132	3C	114	3B	86	2L	58	562	520-571	9
18	Counselor II/JD/PS	6C	150	3AP	114	3C	114	4B	114	2L	58	550	520-571	9
61	Lead Teacher	6C	150	3AP	114	3C	114	4B	114	2L	58	550	520-571	9

OIC GM

Position Evaluation Summary Report

Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
100	Fraud Recovery Specialist	5D	131	3A+P	132	3C	114	3+C	115	2L	58	550	520-571	9
37	Accountant II	6C	150	3A+P	132	3C	114	3B	86	1L	50	532	520-571	9
69	Program Recruiter	5D	131	3AP	114	3C	114	4B	114	2L	58	531	520-571	9
21	FSET Team Leader	4E	131	3A+P	132	3C	114	3C	99	1L	50	526	520-571	9
19	CLC Site Coord	5C	114	3A+P	132	3C	114	3+B	100	2L	58	518	473-519	8
17	Job Developer	5D	131	3AP	114	3C	114	3+B	100	2L	58	517	473-519	8
86	Q.A. Specialist	5D	131	3AP	114	3C	114	3B	86	1L	50	495	473-519	8
7	Group Leader	5C	114	2+A+P	114	3C	114	3+B	100	1L	50	492	473-519	8
15	FEP	5C	114	3AP	114	3C	114	3+B	100	1L	50	492	473-519	8
32	Fact Finding Coord.	5C	114	3AP	114	3C	114	3+B	100	1L	50	492	473-519	8
52	Exec Strategic Asst Ops	6C	150	2+AS	87	3B+	100	3+B	100	1L	50	487	473-519	8
11	Case Manager CPRC	5C	114	3AP	114	3C	114	3B	86	2L	58	486	473-519	8
62	Program Mgr. Weatherize	5D	131	2+A+P	114	3B+	100	3B	86	1L	50	481	473-519	8
12	Case Manager WIA	5C	114	3AP	114	3C	114	3B	86	1L	50	478	473-519	8
84	Abstinence Educator	6B	131	2+AS	87	3B	86	4B	114	2L	58	476	473-519	8
92	Lead Abstinence Educator	6B	131	2+AS	87	3B	86	4B	114	2L	58	476	473-519	8
25	Emp Service Rep	5C	114	2+AP	100	3C	114	3B	86	1L	50	464	430-472	7
94	Train & Develop Q.A.	5C	114	2+A+P	114	3B+	100	3B	86	1L	50	464	430-472	7
38	Accountant I	6A	114	3AS	99	3B+	100	3B	86	1L	50	449	430-472	7
88	Community Organizer	4C	99	2+AS	87	2B+	87	4B	114	2L	58	445	430-472	7
93	Job Place/Retention WIA	4C	99	2+AS	87	3B+	100	3+B	100	2L	58	444	430-472	7

OIC GM

Position Evaluation Summary Report

Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
50	Team Leader Finance	4E	131	2+AS	87	3B+	100	2B	75	1L	50	443	430-472	7
39	Spec. Asst. Community Rel.	5D	131	2AS	75	3B+	100	3B	86	1L	50	442	430-472	7
95	Telecom Specialist	5C	114	2AS	75	3C	114	3B	86	1L	50	439	430-472	7
33	JRM Workshop Facilitator	5C	114	2+AS	87	3B	86	3+B	100	1L	50	437	430-472	7
14	FSET FEP	4C	99	2+AS	87	3B+	100	3+B	100	1L	50	436	430-472	7
30	Retention Specialist	4C	99	2+AS	87	3B+	100	3+B	100	1L	50	436	430-472	7
89	Energy Auditor	4C	99	2+AS	87	2B	75	3B	86	3L+	76	423	391-429	6
68	Quality Control Coord WAP	3D	99	2+AS	87	3B	86	3B	86	2L	58	416	391-429	6
67	Extension Writer	4C	99	2+AS	87	3B	86	3B	86	1L	50	408	391-429	6
8	Admin Asst. FNS	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
9	Admin Asst. W-2	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
10	Admin Asst. CPRC	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
24	Special Admin Asst.	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
35	Payroll Technician	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
40	Special Asst to CEO	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
77	Admin Asst. W-2 Admin	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
78	Exec Asst. W-2 Admin	4D	114	2AS	75	2B+	87	2B	75	1L	50	401	391-429	6
85	Childcare Coord. W-2	4D	114	2+AS	87	2B	75	2B	75	1L	50	401	391-429	6
65	ITT Support Specialist	4C	99	2AS	75	3B	86	3B	86	1L	50	396	391-429	6
60	ITT Clerk II	4C	99	2AS	75	3B	86	2B	75	2L	58	393	391-429	6

**OIC GM
Position Evaluation Summary Report**

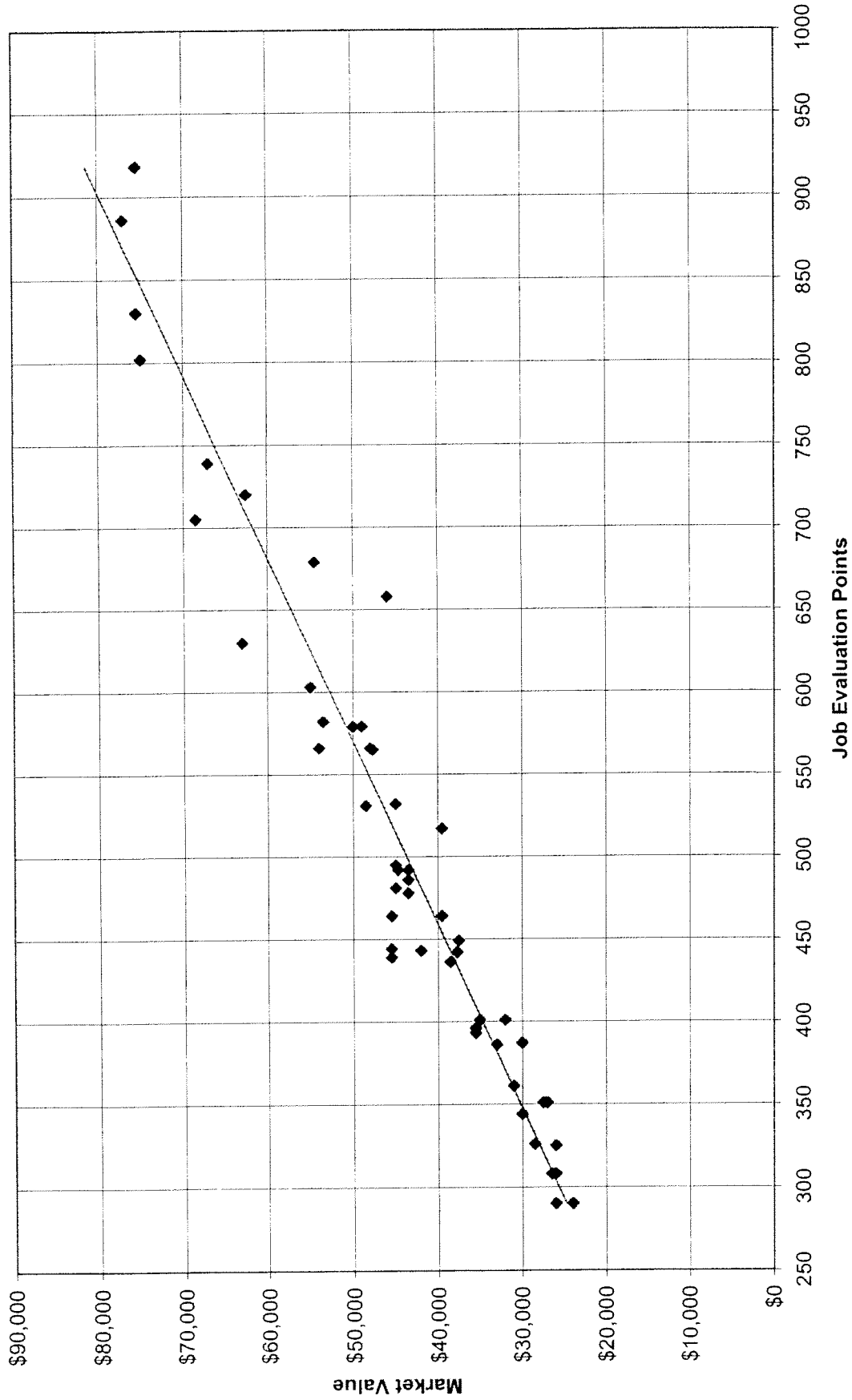
Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
73	Whse. Assistant	3C	86	2AA	65	2B	75	2B	75	3M	86	387	355-390	5
54	H.R. Asst. Benefits	3D	99	2AS	75	2B+	87	2B	75	1L	50	386	355-390	5
34	Assessment Specialist	5A	86	2+AS	87	2B	75	3B	86	1L	50	384	355-390	5
28	CPRC Program Aide	3C	86	2AS	75	2B	75	2B	75	2L	58	369	355-390	5
36	Acct's Payable Technician	4B	86	2AS	75	2B	75	2B	75	1L	50	361	355-390	5
45	Cares Security Officer	3C	86	2AS	75	2B	75	2B	75	1L	50	361	355-390	5
56	Custodian II	3B	75	2AS	75	2A+	67	2A	58	3L+	76	351	323-354	4
72	Cert/ Specialist II WAP	3C	86	2AA	65	2B	75	2B	75	1L	50	351	323-354	4
53	Admin Asst HIS	3C	86	1+AA	58	2B	75	2B	75	1L	50	344	323-354	4
57	Maint/ Utility Worker	3B	75	2AS	75	2A+	67	2A	58	2L+	67	342	323-354	4
29	Weatherization Aide	3A	65	1AA	50	2A+	67	2A	58	3M	86	326	323-354	4
58	Security Officer	3B	75	1+AA	58	2A	58	2A	58	3L+	76	325	323-354	4
20	Transport Coord	3B	75	1+AA	58	2A+	67	2A	58	2L	58	316	294-322	3
1	Receptionist W-2	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3
2	Recp-W-2 (Transport)	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3
3	Receptionist ERC	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3
6	Customer Service Rep	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3
23	Program Coord Weatherize	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3
55	H.R. Clerk II	3B	75	1+AA	58	2A+	67	2A	58	1L	50	308	294-322	3

OIC GM

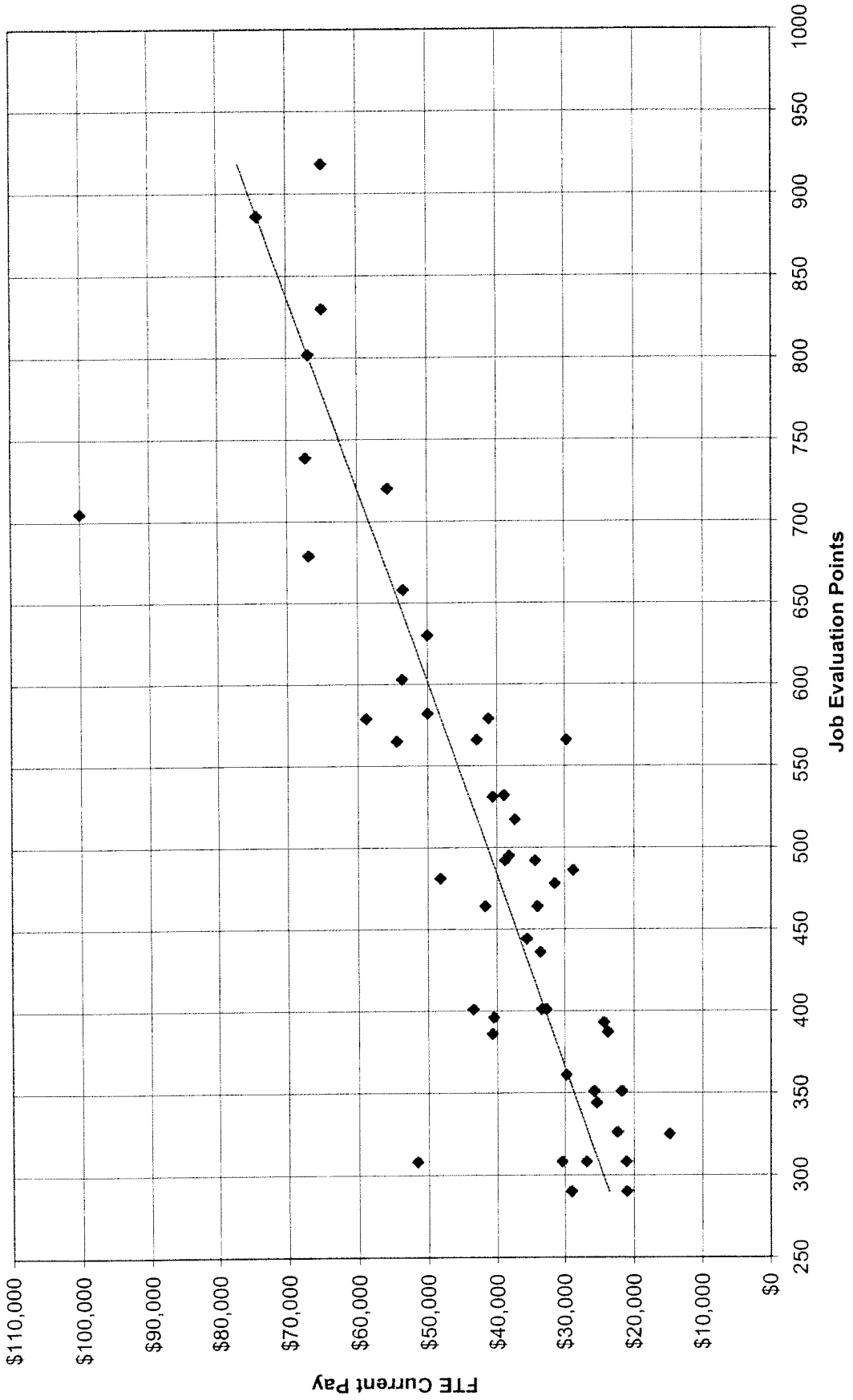
Position Evaluation Summary Report

Job Code	Position Title	Formal Prep & Experience		Decision Making		Thinking Problem Solving		Interactions Communications		Work Environment		Total Points	Spread	Grade
		Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating	Factor	Rating			
4	Data Entry Clerk CS	3A	65	1AA	50	2A+	67	2A	58	1L	50	290	267-293	2
5	Data Entry Clerk ES	3A	65	1AA	50	2A+	67	2A	58	1L	50	290	267-293	2
16	Unit Clerk W-2	3A	65	1AA	50	2A+	67	2A	58	1L	50	290	267-293	2

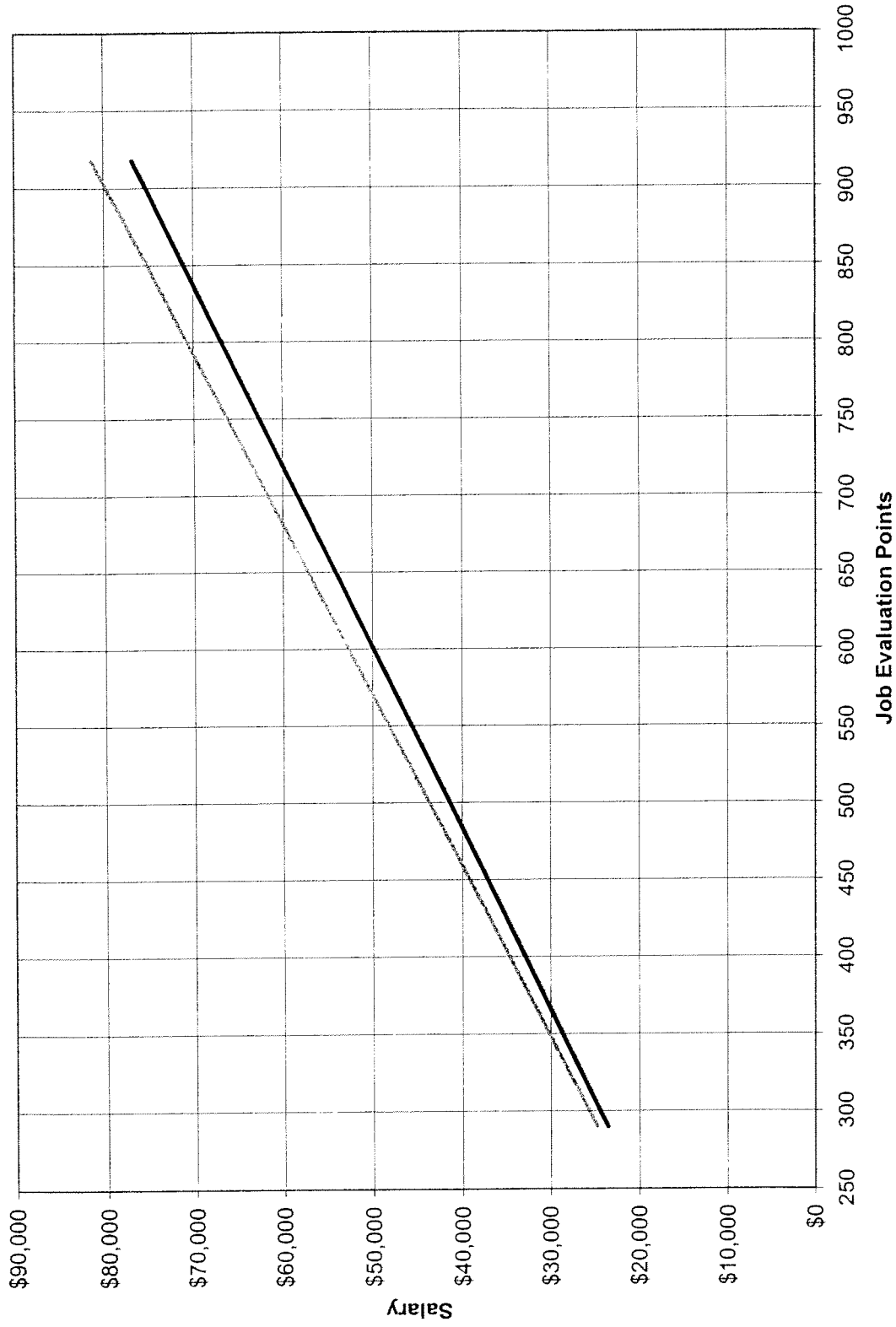
OIC GM Regression of Market Values on Job Evaluation



OIC GM Regression of Current Pay on Job Evaluation



OIC GM Regression Lines of Best Fit Compared

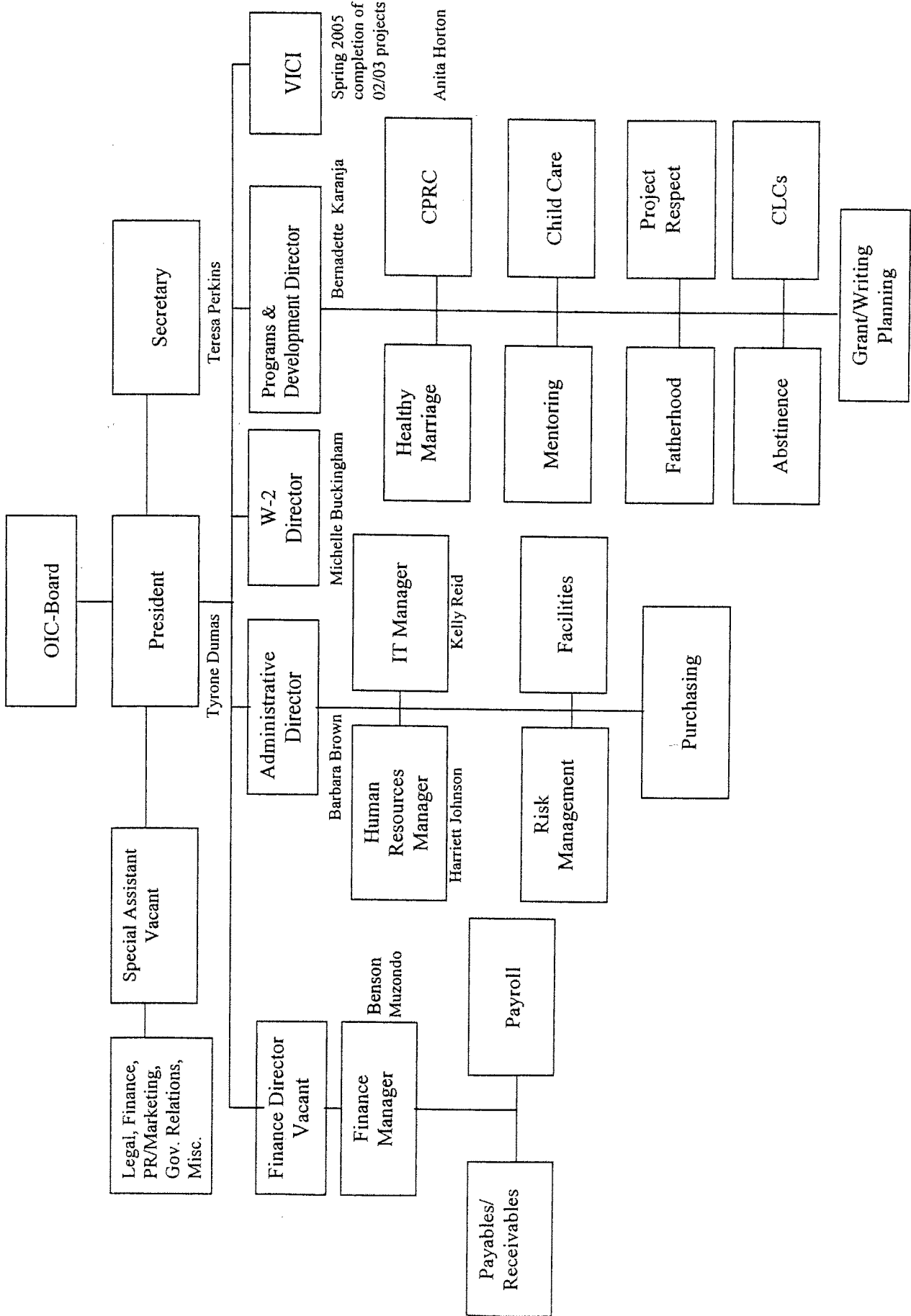


OIC-GM 2005 Proposed Salary Structure

<u>Grade</u>	<u>Zone 1</u>		<u>Zone 2</u>		<u>Zone 3</u>		<u>% Spread</u>
18	\$98,100	- \$111,600	\$111,601	- \$138,600 \$125,100	\$138,601	- \$152,100	55%
17	\$88,400	- \$100,600	\$100,601	- \$124,900 \$112,700	\$124,901	- \$137,000	55%
16	\$79,900	- \$90,700	\$90,701	- \$112,300 \$101,500	\$112,301	- \$123,100	54%
15	\$72,300	- \$81,900	\$81,901	- \$101,000 \$91,400	\$101,001	- \$110,500	53%
14	\$65,300	- \$73,800	\$73,801	- \$90,800 \$82,300	\$90,801	- \$99,300	52%
13	\$59,000	- \$66,600	\$66,601	- \$81,700 \$74,100	\$81,701	- \$89,200	51%
12	\$53,400	- \$60,100	\$60,101	- \$73,500 \$66,800	\$73,501	- \$80,200	50%
11	\$48,400	- \$54,300	\$54,301	- \$66,100 \$60,200	\$66,101	- \$72,000	49%
10	\$43,700	- \$49,000	\$49,001	- \$59,500 \$54,200	\$59,501	- \$64,700	48%
9	\$39,500	- \$44,200	\$44,201	- \$53,500 \$48,800	\$53,501	- \$58,100	47%
8	\$35,800	- \$39,900	\$39,901	- \$48,100 \$44,000	\$48,101	- \$52,200	46%
7	\$32,300	- \$36,000	\$36,001	- \$43,300 \$39,600	\$43,301	- \$46,900	45%
6	\$29,300	- \$32,600	\$32,601	- \$39,100 \$35,800	\$39,101	- \$42,300	44%
5	\$26,600	- \$29,500	\$29,501	- \$35,200 \$32,300	\$35,201	- \$38,000	43%
4	\$24,100	- \$26,700	\$26,701	- \$31,800 \$29,200	\$31,801	- \$34,300	42%
3	\$21,900	- \$24,200	\$24,201	- \$28,700 \$26,400	\$28,701	- \$30,900	41%
2	\$19,800	- \$21,800	\$21,801	- \$25,800 \$23,800	\$25,801	- \$27,800	40%

OPPORTUNITIES INDUSTRIALIZATION CENTER OF GREATER MILWAUKEE, INC.

Proposed Organizational Chart
January 10, 2005



NOTE: Based on our continued review of OIC-GM Finances and other areas of interest this organizational chart is a work in progress.



OPPORTUNITIES INDUSTRIALIZATION CENTER

OF GREATER MILWAUKEE, INC.

Corporate Office

3353 N. Dr. Martin Luther King Jr. Drive • Milwaukee, Wisconsin 53212
414 908-3300 • Fax 414 908-3485 • TTY 414 908-3241

Administrative Office

2835 N. 32nd Street • Milwaukee, Wisconsin 53210
414 908-3300 • Fax 414 908-3337 • TTY 414 908-3241

***OIC-GM BOARD OF DIRECTORS RESOLUTION
RESIGNATION OF THE OIC-GM BOARD OF DIRECTORS***

Whereas, pursuant to conversations with Staff of the State Department of Workforce Development, it is clear that the desire for the resignation of the OIC-GM Board of Directors is necessary to enhance the opportunity for OIC-GM to receive the Region 3 W-2 Contract for 2005.

Whereas, the OIC-GM Board of Directors is totally committed to doing everything possible to retain OIC-GM as a viable organization in Milwaukee's central city and therefore, at a special meeting of the OIC-GM Board of Directors, held on Wednesday, January 12, 2005 at 6:00 p.m. the following action was taken:

The OIC-GM Board of Directors is deeply committed to the agency's mission of empowering individuals and serving the community. That commitment has yielded over 37 years of accomplishments. It has been a labor of love.

Whereas, the members of the OIC-GM Board of Directors, individually and collectively, regret that the agency has recently faced a series of misfortunes and setbacks that have impacted its effectiveness and diverted from its mission. As fiduciaries, the Board recognizes the need for immediate and effective corrective action. The Board has been actively working to take such corrective actions and recognizes that change will be ongoing.

NOW THEREFORE BE IT RESOLVED, the OIC-GM Board of Directors has adopted a resolution providing that the nine individuals who have comprised the Board have all tendered their resignations. Subsequently, two new directors have been named, as of January 10, 2005, and have agreed to serve on the Board of Directors through these turbulent times.

BE IT FURTHER RESOLVED, nine of the resignations are effective immediately, January 14, 2005. To facilitate an orderly transition, three of the resigning directors will remain to work with the new directors on transition issues, for a period not to exceed six weeks.

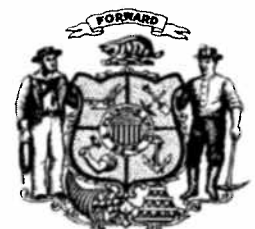
Respectfully Submitted,

Rev. Fred L. Crouther, Board Chair

Date



WISCONSIN STATE LEGISLATURE



Matthews, Pam

From: Asbjornson, Karen
Sent: Friday, January 21, 2005 8:46 AM
To: Chrisman, James; Shannon, Pam; Matthews, Pam
Subject: FW: Word on the street: More Mess at OIC in Accounting Dept [5 e-mails]

fyi....

-----Original Message-----

From: Leon Todd [mailto:leontodd@mail.execpc.com]
Sent: Thursday, January 20, 2005 10:56 AM
To: Leon Todd
Subject: Word on the street: More Mess at OIC in Accounting Dept [5 e-mails]

fwd: re: More Mess at OIC in Accounting Dept [1st e-mail below]

- Word on the street: 2) OIC Handicapped Gate erupting with no bus service
 OIC hasn't provided any rides for their handicap for more than year
 People not getting rides have reported OIC negligence to the State
- 3) Why has State of Wisconsin been covering for OIC handicap scam
 - 4) Is State Audit Department covering for political higher ups
 Or, is the Auditing Department just doing sloppy work???
 - 5) Did OIC pay Marilyn Figueroa hush money to work by Jerrel Jones?
 - 6) When is Coleman and Williams going to get busted???
 - 6) Walter Farrell and Associates are set to purchase WNOV
 - 7) 23 item list on what you need to know about players at OIC [2nd below]
 - 8) WHO BENEFITS FROM W-2 / OIC scam [3rd item below]
 [Best viewed in Monaco 9 point font]

Yo, Leon; Tyrone is desperately fighting keeping the lid on the scandal at OIC. Everyday there is a new fire and more backbiting and infighting within OIC and within his own family members. The poor will never be served with the constant eruption of scandals and alarms. Just look at what has happened recently and the talk that is surrounding daily events at OIC.

- 1) Did Tyrone Dumas just have to fire OIC Head Accountant Benson for writing himself a @\$28,000 check? This took place last week. Why is the press quiet on this issue? How many other checks has he written to himself in the past?
- 2) Is A. Stewart (Ambiance/Mr. Clean) a big time drug dealer? Does he clean OIC Buildings or is this another drug dealer named Stewart? Check NO BID CONTRACTS at OIC-GM.
- 3) People are talking about an OIC Cell Phone Bill between lovers G. Cameron and E. Johnson for \$20,000. This money should be paid back by the lovers. Audit OIC Cell Phone Company or has a deal been cut with U.S. Attorney (C. Gee relatives are involved)
- 4) Has OIC Furnace list been produced yet? Why is there a cover with who got furnaces from which contractor and is the state or the legislature going to get sued by the contractor? I hear they are looking for a slush fund to keep it all quiet. Will they have to send half the black elected officials to jail? Oh well, I guess the poor and elderly didn't really need those furnaces this winter?
- 5) Does OIC really own WNOV Radio Tower? Check it out!

01/21/2005

6) Was Roy Evans the attorney that stole money from his clients? Was he arrested and convicted? How can he represent community on OIC Board as a new Board member? Is Roy Evans one of Paul Henningsens homies? R. Evans talks too much and has no follow-up, just a lot of mouth for too many in the community.

7) What did OIC do to Rev. Buck for him to tell everything on OIC? Was that why he was not really laid off, but merely moved to Julia Taylor's old operation YW-Works?

8) OIC rented property from Sup. J. White for Project Respect through Doris Green, Michael McGee old mistress. Was this a conflict of interest for Sup. White?

Check it out, Deep Deep Throat DDT

fwd: re: OIC-GM - What we REALLY want to know below!!! [4 articles below]
23 item list on what you need to know about the players at OIC
WHO BENEFITS FROM W-2 / OIC [2nd letter names names below]
MATC letter on OIC sexual improprieties to OIC Board [3rd letter]
Welfare Warriors expose OIC, Carl Gee, WNOV, McGee in 2001 [4th]
Will racketeering charges be brought for running a criminal empire?
Will the white media continue to cover up for their negroes?
Is the black media bought and paid from a white pork barrel
Word on the street: More OIC personnel to be indicted

Leon, After Carl Gee OIC was found guilty of a kickback scheme the reporting has been really light when you look at the larger conspiracy to deny needed, and in many cases homeless, children and families the resources they need to survive in this most hyper-segregated of cities. Let your list know that we will provide you with the facts for circulation on what is going on with the black mafia in this most corrupted of cities. We understand why the white press covers up for these negroes who do their bidding but why is the black media covering up the criminal activities of these house negroes? Is the black media on the payroll too taking money that belongs to starving families to cover up these criminal acts? Let's start with some basic questions about what you should know that is going on in Little Beirut Milwaukee and just what these sad jokers have been doing with your tax dollars:

OIC-GM - What we REALLY want to know!!!

- 1) What convicted federal felon, who recently resigned from the OIC board, is now a consultant for OIC-GM at \$75,000.00 per year?
- 2) What is the term of the consulting agreement?
- 3) Will the felon provide consulting services during incarceration?
- 4) Will the felon assist OIC-GM with more good ideas for misappropriating anti-poverty dollars to the black rat pack
 - The Mike McGee Show on WNOV,
 - The Jerrell Jones 2nd Street Drug Emporium,
 - George Gerharz and family slush fund,
 - Mae Bolton fee for services (and we don't mean Public Relations),
 - Georgia Cameron friends and family plan (does the MBA after her name mean Mae Bolton Associates?),
 - Richard (I hope I keep my law license) Porter board president, consultant, legal council, and paid staffer?
- 5) Is the felon's home still the main office for OIC-GM, The Garfield Foundation, ICRC, The Pallet Company, Robbie's Corn Roast (so nice they sold it twice), and the Virgin Islands Broadcasting?

- 6) Why does OIC need so many lawyers and consultants? Makes you go HMMMMMMMM.
- 7) Was Doug Brodzik at the board meetings or did his signature stamp just attend?
- 8) Does M & I bank look the other way because of the 225 million per year deposited into their bank?
- 9) Did OIC make Georgia Cameron a VP because it was cheaper than her \$12,000 per month plus expenses consultant rate?
- 10) Has OIC changed its personnel policy to allow for [retaliation] firings if testimony is given?
- 11) Does this apply to those who will be asked to testify for the Legislative Audit Bureau?
- 12) Was William Clay terminated for retailiation or fear of ending the sweetheart deals for the rat pack?
- 13) Are OIC board member co-conspirators or are they just stupid? Hard to tell in light of current events.
- 14) If OIC needs fresh leadership why are Richard Porter, Mae Bolton, Georgia Cameron, and June Perry (remember the Child Welfare scandal?) still in administrative positions?
- 15) Will Governor Doyle (Wisconsin's former top cop) continue to let these poverty pimps rape the Wisconsin taxpayers?
- 16) Who owns and paid for the OIC real estate? Is the Garfield Foundation Carl Gee's personal slush fund or a real foundation?
- 17) How many of Carl Gee's baby-mommies are on the OIC payroll in lieu of child support? (PS they never come to work)
- 18) Who owns OICs for-profit arm, Carl Gee? Was the pallet company fire arson?
- 19) If Georgia Cameron has an MBA how did she ruin the Cell phone company and get booted from the USDA food program, both programs ended in financial disaster? (PS the Cell Phone company never billed anyone for services and was bought with TANF dollars).
- 20) Will OIC receive more block grant money and NOT do any home repairs?
- 21) Why does OIC have three accounting offices, one on 19th street, 32nd street, and King Drive? Coordinated kickbacks or creative accounting?
- 22) Why is the main accountant who testified that FORGERY was committed still employed at OIC?
- 23) Finally, where are all the Milwaukee Talk Radio watch dogs? Come on guys, who are you protecting????

More questions to follow next week (yes folks, there's moreS)

DDT

Leon: Below is a partial list of who benefits directly from W-2/OIC political clique. All are knowledgeable about OIC kickbacks and have been involved. This is just a partial list, there are many more names coming!

WHO BENEFITS FROM W-2 / OIC

Michael McGee - Daily WNOV 860 am Radio Show Host
Doris Green - Michael McGee's Woman
County Supervisor Lee Holloway
Lee Holloway's son who works for OIC
Governor Jim Doyle and his Black son who also works for OIC
Todd Robert Murphy & Associates (he's paid \$ 8,000 per month as a consultant)
County Supervisor James White, his mistress and his illegitimate child who
is on the OIC payroll
Senator Gary R. George (Kickback King)

Jerrel Jones - WNOV 860 am & Courier Communications
Robert Thomas - Milwaukee Community Journal, Robbie's Corn Roast (Afro Fest)
North Milwaukee State Bank President Linda Stewart
Attorney John Daniels
John Bowles
J. Allen Stokes
Attorney Hazel Washington
June Perry
Jeanetta Robinson- CYD
Northcott Neighborhood House
Edward Bolton
County Supervisor Michael Mayo
Senator Spencer Coggs
Romell Brown
LaMont Brown
Maurice Shirley
Rev. Fred Courothers
Rev Nathaniel Stampley
Sam Salters
County Supervisor Joe Davis
Johnnie Morris Tatum
Laster Plumbing
UW-Milwaukee
Carole Geary
Phillip Scott
Attorney Rocky Coe
Michael George
William Coleman
Harold Gee
Mikel Holt - MCJ
Former Alderwoman Rosa Cameron
Shirley Lanier
School Board Director Charlene Hardin
Richard King Miller

Leon: Again, all are knowledgeable about OIC kickbacks and have been involved.
This is just a partial list, there are many more names coming!

MILWAUKEE CAMPUS
700 West State Steet
Milwaukee Wisconsin 53233
414-278-6219

Milwaukee Area Technical College

MEMORANDUM

Dear O I C Board Members:

We are encouraging your board to hold a special meeting to address the FBI/IRS and Gary George probe. The board also needs to address the conduct of the Executive Director, Carl Gee, high and low level administrative staff and supervisory staff.

They have bought shame and disgrace on the organization and the memory and legacy of the late founder, Rev. Dr. Leon Sullivan. It is common knowledge of sexual improprieties with Mr. Gee and his Public Relations Director, Mae Parker. There been a barrage of unethical behavior by administrative and many other staff members. Examples include kick -backs, criminal behavior, sexual harassment, drug

use among the upper echelon and much more.

It is common knowledge that Mr. Gee has children as a result of numerous affairs. Even one of the board members has fathered a child by one of the OIC staff members.

It's this kind of flagrant behavior that keeps us down as a race. We encourage the Board to dismiss this corrupt administration including those in management and supervisory positions, that have silently gone along at the expense of a hurting community.

Sincerely,

Concerned Citizens

matc

Welfare Warriors
Welfare Mother's Voice Newspaper
Taking Action 5/18/01

Following are some of the facts about the embarrassing bureaucracies created by the private W2 welfare corporations in Milwaukee.

by Pat Gowens

OIC -- 2947 N. Martin Luther King Drive; Milwaukee, WI 53212 (and 6091 N. Teutonia Milwaukee53206) Director William Clay, 414-908-3302

OIC, African American owned, is Milwaukee's oldest privatized welfare program, having received a JOBS' contract well before the start of W2. OIC's current contract includes \$47.1 million plus \$3.5 million in bonuses to "serve" 1,082 cash cases and 573 "case managements." (\$46,765 per cash case.) OIC's claim to fame is having co-opted formerly fiery rebels, Mike McGee and Doris Green, by funding McGee's daily radio show [WNOV 860 AM] with welfare funds and hiring Green as W2 Director.

<http://www.execpc.com/~wmvoice/actions.htm>



Matthews, Pam

From: Leon Todd [leontodd@mail.execpc.com]
Sent: Sunday, January 30, 2005 3:49 PM
To: Orville Seymer
Subject: OIC funny money: OIC W-2 fraud grows while poor of color suffer

fwd: re: OIC funny money: OIC W-2 fraud grows while poor of color suffer
OIC scams continue in the face of nearly 10,000 homeless children
Word on the street: Unnamed OIC staffer said to be a Roger Williams
Scam included undeliverable welfare checks that disappeared
Did Williams marry on of the women so she couldn't testify against him?
Did Carmen Rivera [W-2] have a role in the state cover up???
Did the state cover up this \$168,000 theft or is the MJS covering up???
What is Tyrone Dumas role in the continued cover up of taxpayer fraud?
Hundreds of thousands of dollar-rip-off scheme directs \$\$\$ to woman?
Sources say it's just not \$10,000 which OIC told the state
Did OIC deliberately lie to the state and the DA just didn't follow up?
This is the tip of the iceberg that any real audit would show

MJS: April 17, 2004
Spivak & Bice Column
Cary Spivak & Dan Bice

Funny money

Opportunities Industrialization Center [OIC] of Greater Milwaukee, the mega-social service agency, took it on the chin when chief executive Carl Gee was charged recently as part of the federal probe of former state Sen. Gary George.

Now the agency is under new scrutiny.

Prompted by government officials, sources say, OIC is investigating whether a recently departed staffer secretly diverted thousands of state welfare dollars to himself.

A county worker first noticed that money from the state Wisconsin Works, or W-2, program was continuing to be paid out on a closed case overseen by OIC. Sources said there are situations in which extra cash payments would be OK, but the county still notified both the state and OIC because the arrangement looked fishy.

OIC officials did not return repeated calls.

Rose Lynch, chief flack for the state welfare department, said her office is aware of the situation and has been in contact with OIC, the largest W-2 administrator for the state.

"OIC has informed us that the employee has since resigned," Lynch said last week.

The agency has already given the state some of the material from its internal investigation, Lynch said. She said the state has been told that the amount of money involved is at least \$10,000, but, she added, "it may go higher."

If there is missing money, she said, OIC would be asked to repay the funds.

Lynch said a decision will be made soon on whether to refer the matter to

01/31/2005

prosecutors.

Looking to the future

Acting Mayor Marvin Pratt may not be done with local politics.

Pratt, who lost to former U.S. Rep. Tom Barrett in the recent Milwaukee mayor's race, is "intrigued" by the idea of running for state Sen. Gwen Moore's seat if she follows through with plans to vie for Congress, according to sources. Others said to be interested: Reps. Lena Taylor, Johnnie Morris and Polly Williams, Supervisor James White and School Board member Ken Johnson.

But all of that depends on whether Moore definitely gets in the race to replace retiring U.S. Rep. Jerry Kleczka. Said one source, "Everyone's watching Gwen."

From the April 18, 2004 editions of the Milwaukee Journal Sentinel

<http://www.jsonline.com/news/metro/apr04/222827.asp>