

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, October 31, 2008 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Larson, Borkowski, De Bruin Weishan, Thomas
and Cesarz (Chair)

EXCUSED: Supervisor Dimitrijevic

SCHEDULED ITEMS:

1. 08-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

The Committee took no action regarding this item.

2. 08-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 08-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 08-387 From the Chief of Staff, County Executive's Office, requesting authorization to double fill a position of Administrative Secretary/Receptionist (title code 84800, pay range 13M) for approximately one week effective the end of October 2008.

APPEARANCE:

Thomas Nardelli, Chief of Staff, County Executive's Office

Questions and comments ensued.

00:30 **ACTION BY: (De Bruin) Approve. 6-0**

AYES: Larson, Borkowski, De Bruin, Weishan, Thomas, and Cesarz (Chair) - 6

NOES: 0

5. 08-353 From the Director, Department of Parks, Recreation and Culture, requesting authorization to double fill a position of Contract Services Manager (title code 55730, pay range 30M) for approximately eight weeks effective the end of 2008 through the first week of 2009.

APPEARANCES:

Chuck Ward, Chief of Operations, Department of Parks, Recreation and Culture

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

00:30 **ACTION BY: (Larson) Approve. 6-0**

AYES: Larson, Borkowski, De Bruin, Weishan, Thomas, and Cesarz (Chair) - 6

NOES: 0

Item #s 6 and 7 were considered together.

6. 08-278(a)(a) From the Director, Employee Benefits, requesting authorization to execute a three-year contract for administration of Milwaukee County's medical plan coverage. **(Also to the Committee on Finance and Audit.)**

SEE ITEM #7 FOR COMMITTEE ACTION

7. 08-279(a)(a) From the Director, Employee Benefits, requesting authorization to execute a three-year contract for administration of Milwaukee County's prescription drug coverage. **(Also to the Committee on Finance and Audit.)**

SCHEDULED ITEMS:

APPEARANCES:

David Arena, Director, Employee Benefits Division
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division
Freida Webb, Director, Office of Community Business Development Partners

00:32 Mr. Arena indicated the Employee Benefits Division is seeking permission to execute contracts with United Health Care (the finalized contract was distributed) for the administration of Milwaukee County's medical plan coverage and Medco for the administration of Milwaukee County's prescription drug coverage. There were Disadvantaged Business Enterprise (DBE) issues that surfaced regarding participation in both contracts and what level of participation meet guidelines. When bids were solicited for these contracts, information was provided related to DBE requirements governing Milwaukee County. Mr. Arena indicated he has been in contact with Freida Webb's office for assistance.

04:37 Ms. Webb stated she has been communicating with the Benefits Division regarding these contracts. However, the DBE information is incomplete based upon clarification of what a DBE is by Milwaukee County definition. Ms. Webb's Office will be working with the Benefits Division to basically confirm that information and hope to get compliance and participation by November 6, 2008.

Questions and comments ensued.

19:05 The Chairman indicated that he will request that a special joint meeting of the Committees on Finance and Audit and Personnel be convened to address these items. If for some reason that is not possible, he will call a special meeting of the Committee on Personnel also to be held on November 6, 2008.

20:03 Supervisor Borkowski requested that only the finalized contract for the administration of prescription coverage be distributed for the special meeting considering the Committee has in its possession the finalized contract for the administration of medical coverage. It was so ordered by the Chairman.

ACTION BY: (Thomas) Lay Item #s 6 and 7 over to a special meeting to be held November 6, 2008. 6-0

AYES: Larson, Borkowski, De Bruin, Weishan, Thomas, and Cesarz (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

8. 08-P-04 From the Director, Division of Employee Benefits, submitting a status report regarding the V3 Pension Management Information System. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

David Arena, Director, Employee Benefits Division

Sushil Pillai, Program Manager, Vitech V3 Pension Implementation

00:26 Mr. Arena stated the Employee Retirement Division has been working very diligently, with the help of Mr. Pillai, to bring to a successful conclusion the implementation of the new pension system. The progress of both the life and health components as well as the Vitech project as a whole is going very well. With the arrival of Mr. Pillai and the doubled efforts on behalf of all staff involved and the other support organizations, the project is on track and should be ready to go live in January as scheduled. Mr. Arena also reported that the budget for this project has not been exceeded, and overages are not anticipated. He went on to state this has been a tremendous effort. The V3 Pension System has not received as much visibility as the Ceridian System, but the project is not that much smaller. Milwaukee County's pension system is very complex. It is a huge program that is run with a lot of complicated calculations that have to be made.

03:13 Mr. Pillai provided the Committee with an overview of the project focusing on testing, training, and other support activities. This is to ensure preparedness for the go-live date.

The Committee took no action regarding this informational report.

9. 07-368(a) An adopted Resolution by Supervisors Borkowski, De Bruin, Cesarz, Quindel, Schmitt, Johnson and Rice authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, and the Superintendent, House of Correction, to prepare and submit a supplemental action plan for enhanced recruitment, retention, and respite efforts for public safety positions at the House of Correction. **(Also to the Committees on Judiciary, Safety, and General Services and Finance and Audit.) (Reports from HOC and DHR. 03/14/08: Monthly status reports due on the implementation of Audit recommendations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

Jerry Heer, Director of Audits

Ron Malone, Superintendent, House of Correction (HOC)

01:09 Mr. Heer reported that the HOC continues to improve and show progress in the areas of screening, training, retention, and the critical area of getting the Correctional Officer 1 (CO 1) staffing up to the point where there will not be a need for excessive and forced overtime like what was seen last spring and summer. He did express concern regarding the level of CO staffing as we go into the 2009 Budget. It is acknowledged that the level of staffing/head count is appropriate. However, there are concerns about the vacancy and turnover (V&T) factor and whether or not that will force a situation where again, there are not enough CO 1s to do the job without forced overtime. Mr. Heer indicated that he thought it was important to make the Committee aware of this issue, especially with the talk of the Sheriff's Office and the House of Correction merging. He suggested that perhaps in early 2009, not as early as January but no later than April, they come back before the Committee to talk about the 2009 Adopted Budget, and the impact it might have on these very serious issues.

Questions and comments ensued.

08:30 Supervisor De Bruin requested that Mr. Malone provide her with numbers regarding what the current V&T amount is and whether there is an impact.

16:26 Ms. Penni Secore, AFSCME DC48, appeared and provided comments regarding this item.

ACTION BY: (De Bruin) The report from the Director of Audits, Superintendent of the House of Correction, and the Director of Human Resources dated October 15, 2008, be RECEIVED AND PLACED ON FILE. 6-0

AYES: Larson, Borkowski, De Bruin, Weishan, Thomas, and Cesarz (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

10. 08-355 From the Director, Department of Transportation, Public Works and Transit (TPW), requesting authorization to create 27 Airport Snow Removal Operator – Seasonal positions. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Barry Bateman, Director, General Mitchell Airport, DTPWT
Terry Blue, Deputy Director, General Mitchell Airport, DTPWT

- 00:53 Mr. Bateman stated the 27 positions requested would be on-call and not on the clock until they are called out. Mr. Blue has re-written the snow plan extensively, to the benefit of the airport. Other important aspects of this request are the fact that the Federal Aviation Administration and the National Transportation Safety Board continue to press the issue of airfield safety. It was clear that last year, the workers were pushed very hard to keep the airfields snow free, and they did an outstanding job. However, the closure times that were seen were very costly, and the goal is to minimize closures. Mr. Bateman explained what they call priorities 1, 2, and 3 involved in the removal of snow.

The following individuals appeared and provided comments regarding this item:

Mr. Chuck Staszewski, Airport Maintenance Worker
Mr. Damien B. VanDusen, AFSCME, Local 82
Mr. Kurt Zunker, AFSCME, Local 882
Mr. Tim Allen, AFSCME

Mr. Sean R. Tourtilett registered but did not provide comments regarding this item.

- 18:26 Supervisor De Bruin requested a follow-up report from Mr. Bateman outlining some of the issues that were raised today.

ACTION BY: (Larson) Approve. 6-0

AYES: Larson, Borkowski, De Bruin, Weishan, Thomas,
and Cesarz (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the following matter(s):

11. 08-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY: *(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item # 11. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid items. 5-0*

AYES: Larson, Borkowski, Weishan, Thomas and Cesarz (Chair) - 5

NOES: 0

EXCUSED: De Bruin - 1

The Committee convened into closed session at approximately 10:48 a.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

12. 08-P-05 From Corporation Counsel submitting an informational report on the Employee Retirement System (ERS) and OBRA tax compliance filing requirements. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

William Domina, Corporation Counsel
Steve Huff, Special On-Site Counsel, Pension System

- 00:40 Mr. Domina stated our government pension system is on a cycle of reporting to the Internal Revenue Service (IRS), which concludes on January 31, 2009. That means Milwaukee County has to file for certification of tax qualified status with the IRS by the aforementioned date. Ordinances that govern the pension system need to be brought into compliance with the IRS code requirements. He reviewed mandatory ordinance amendments to both the ERS and OBRA. There are some permissive or discretionary changes, which may be brought forward for consideration in the future.

SCHEDULED ITEMS:

03:26 Mr. Huff explained in detail the technical changes required by the IRS.

Questions and comments ensued.

The Committee took no action regarding this informational report.

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Thomas Nardelli, Chief of Staff, County Executive's Office
Chuck Ward, Chief of Operations, Department of Parks, Recreation and Culture
David Arena, Director, Employee Benefits Division
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division
Freida Webb, Director, Office of Community Business Development Partners
Jerry Heer, Director of Audits
Ron Malone, Superintendent, HOC
Barry Bateman, Director, General Mitchell Airport, DTPWT
Terry Blue, Deputy Director, General Mitchell Airport, DTPWT
William Domina, Corporation Counsel
Steve Huff, Special On-Site Counsel, Pension System
Greg Gracz, Director, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. The foregoing items were not necessarily considered in agenda order. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes, along with the audio recording of this meeting, is available in the County Board Committee Services Division.

Length of meeting: 9:02 a.m. to 11:15 a.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel