

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, January 30, 2009 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

1. 09-22(a) From the 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.)**

The Committee took no action regarding this item.

2. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
John Chianelli, Administrator, Behavioral Health Division, DHHS
Cynthia Archer, Director, Department of Administrative Services
Jack Takerian, Interim Director, Department of Transportation and Public Works (DTPW)
Greg High, Director, Architectural, Engineering & Environmental Division, DTPW

Questions and comments ensued.

- 24:28 Ms. Barbara Kelsey, President, Federation of Nurses and Health Professionals, appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

3. 09-24(a) From the 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)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 09-67 A Resolution by Supervisor Sanfelippo authorizing and directing the Director, Department of Administrative Services, to convene a workgroup to review and make recommendations on the shared countywide use of Park Maintenance Workers and Highway Maintenance Workers.

APPEARANCE:

Supervisor Joe Sanfelippo, 17th District

00:45 Supervisor Sanfellipo explained what he is trying to achieve with this resolution is to put a workgroup together and explore the possibility of sharing labor resources between the Parks Department and the Department of Transportation, Public Works and Transit in a way that would still provide the good services that residents are accustomed to while, in the meantime, saving money. In addition, this would alleviate the pressure that employees feel every year in anticipation of whether or not their jobs will be on the chopping block. Supervisor Sanfelippo went on to detail the advantages of being able to interchange staff between the two departments.

Questions and comments ensued at length.

30:28 Mr. Kurt Zunker, AFSCME-DC48, appeared and spoke regarding this item.

ACTION BY: (De Bruin) Lay the item over. 3-4

AYES: De Bruin, Weishan, and Dimitrijevic - 3

NOES: Larson, Borkowski, Thomas, and Cesarz (Chair) – 4

The motion to layover failed.

ACTION BY: (Weishan) AMEND the Resolution by deleting the words “with a” at the end of Line 10 and all of Line 11 and deleting the 5th, 6th, 7th and 8th “WHEREAS” Clauses. 4-3

AYES: Larson, De Bruin, Weishan, and Dimitrijevic - 4

NOES: Borkowski, Thomas, and Cesarz (Chair) – 3

ACTION BY: (Weishan) AMEND the Resolution by changing the date on Line 44 from “April 2009” to “December 2009.” 2-5

AYES: Weishan and Dimitrijevic - 2

NOES: Larson, Borkowski, De Bruin, Thomas, and Cesarz (Chair) – 5

The motion to change the date failed.

SCHEDULED ITEMS:

ACTION BY: (De Bruin) AMEND the Resolution by adding “Zoological Department Workers” after “Forestry Workers” on Line 38 and adding “Zoological Department” after “DTPW” on Line 40. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) - 7

NOES: 0

ACTION BY: (Thomas) Approve the Resolution as AMENDED. 6-1

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

NOES: Weishan – 1

5. 09-P-01 From the Directors, Human Resources, Fiscal Affairs-DAS, and Labor Relations, providing an informational report regarding 2009 County layoffs, contract terms and language relating to hiring of displaced employees, and a proposed resource plan to provide assistance to displaced employees. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Greg Gracz, Director, Labor Relations
Dr. Karen Jackson, Director, Human Resources, DAS
John Chianelli, Administrator, Behavioral Health Division

01:31 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

02:48 Mr. Gracz stated the information in Ceridian may be adequate from a technical standpoint; however, it has to be reduced to a report that is not only comprehensible to DAS, Labor Relations, and the various Unions but is user friendly. Everyone is working together to produce this user-friendly document.

14:00 Supervisor De Bruin requested that Dr. Jackson and Mr. Chianelli report on the dietary layoff issue in the next cycle.

The Committee took no action regarding this informational report.

6. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

00:30 Dr. Jackson stated this report comes before the Committee by way of the Budget process and will be produced monthly. Because this is the initial report, background, introductory, and explanatory information was provided to assist in understanding the tracking table attached. Future reports will not contain the additional information but will simply consist of the tracking table. She reviewed the table in detail explaining the various columns contained therein and what they represent.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 08-345(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2009 Adopted Budget.

APPEARANCE:

Greg Gracz, Director, Labor Relations

00:24 Mr. Gracz respectfully requested that this item be laid over to allow the Union the opportunity to review the report and verify accuracy of the rates listed.

ACTION BY: (Borkowski) Lay the item over. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

8. 07-420(a) From the County Treasurer, submitting a recommendation that Direct Deposit become mandatory for all new employees and the default method of paying Milwaukee County employees. **(Also to the Committee on Finance and Audit.) (Follow-up reports from the County Treasurer and the Director of Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dan Diliberti, County Treasurer

Greg Gracz, Director, Labor Relations

SCHEDULED ITEMS:

00:37 Mr. Diliberti stated that this policy was previously approved by the County Board in which Labor Relations was directed to negotiate this in all future contracts.

00:51 Mr. Gracz stated this element has been included in all initial proposals with the various Unions. He indicated that he did not want to break the confidentiality of the negotiating arena, however, the fact is this component is being discussed. There are concerns that were brought up by the Union in addition to Supervisors during the Committee on Finance and Audit meeting. Those concerns and many others are being addressed in this round of negotiations. Mr. Gracz did report that the Nurses already have mandatory direct deposit included in their contract, and it is being moved forward with the other Unions.

Mr. Kurt Zunker, AFSCME-DC48, registered regarding this item but did not speak.

The Committee took no action regarding this informational report.

9. 09-56 From the Director, Employee Benefits Division, requesting authorization to amend the Employee Retirement System (ERS) County Budget allocation increasing the ERS allocation by \$149,176 for the purpose of filling two existing and authorized Clerical Specialist positions. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division
Gerald Schroeder, Manager, Employee Retirement System

Questions and comments ensued.

ACTION BY: (Borkowski) Approve. 6-1

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

NOES: De Bruin - 1

10. 09-P-02 From the Director, Employee Benefits Division, submitting an informational report regarding stop-loss coverage for Milwaukee County's medical plans. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division

SCHEDULED ITEMS:

00:28 Mr. Hanchek discussed the finalized quotes detailing the cost savings. By selecting United Health Care as the administrator for the County's health benefits, a second option for 2009 was presented. Through Cambridge Advisory Group, quotes were requested from both insurers, which were reviewed. As indicated, the quote from United Health Care not only beat the 2009 preliminary quote from ING, it also beat the 2008 rate. These options were presented to the Employee Healthcare Workgroup and were reviewed again with Cambridge Advisory Group. Ultimately both recommended this course of action.

ACTION BY: (Borkowski) Concur with the action of the Committee on Finance and Audit to Receive and Place on File the report from the Director of Employee Benefits dated January 12, 2009. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

11. 09-P-03 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)**

APPEARANCE:

Sushil Pillai, Program Manager, Vitech V3 Pension Implementation

01:09 Mr. Pillai provided the Committee with an overview of the project focusing on systems testing, which includes testing calculations, policies, and procedures. The system went live on December 15, 2008, and the first pension checks have been generated. A team has been trained, put in place, and is ready to support the system by addressing issues that surface. From a budget standpoint, the project comes in slightly under budget.

Questions and comments ensued.

The Committee took no action regarding this informational report.

12. 09-73 From Corporation Counsel requesting authorization to amend Section 17.30 of the Milwaukee County General Ordinances as it pertains to the appointment and supervision of the Superintendent of the House of Correction.

SCHEDULED ITEMS:

APPEARANCES:

John Jorgenson, Assistant Corporation Counsel
Kevin Carr, Deputy Inspector, Sheriff's Department

00:20 Mr. Jorgenson stated the matter before the Committee is a resolution that is basically for the purpose of bringing the provisions for appointment of the Superintendent of the House of Correction in line with the policy decision that the Board previously made to place that institution under the management and control of the Sheriff. Therefore, it seemed appropriate to clarify the chain of command, remove the Superintendent from the group of department heads identified in Section 17.30 as heads of free-standing independent departments, and move the manager of that institution under the appointing and supervisory authority of the Sheriff as part of his command staff.

Questions and comments ensued.

24:21 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

ACTION BY: (De Bruin) Refer to County Board staff in consultation with the Sheriff's Department, Corporation Counsel, and anyone else deemed appropriate for a written report back to the Committee detailing the pros and cons of changing the Ordinance along with an explanation as to why this is being suggested and a recommendation on how to move forward. 6-1

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, and Thomas – 6

NOES: Cesarz (Chair) - 1

13. 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.) (12/12/08: Monthly reports from the Sheriff and DHR in addition to monthly status reports on the implementation of the Audit recommendations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Kevin Carr, Deputy Inspector, Sheriff's Department

01:34 Deputy Inspector Carr informed the Committee that a personnel crisis no longer exists at the House of Correction (HOC). He detailed positions, time off, and forced overtime. These good results can be attributed to being more efficient with resources by reallocating the resources to where they are needed allowing them to operate the HOC in a more efficient manner from this point forward.

Questions and comments ensued at length.

16:01 Supervisor De Bruin requested a copy of an organizational chart. It should include the makeup of the organization prior to takeover in addition to what it is currently.

The Committee took no action regarding this informational report.

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

14. 09-48 From the Milwaukee County Treasurer, requesting authorization to create one Accountant 4 position and one Fiscal Assistant 2 position effective February 1, 2009. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Dan Diliberti, County Treasurer

01:19 Mr. Diliberti addressed the Committee by speaking to the need for these positions in his department.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

15. 09-63 From the Director, Parks, Recreation and Culture, requesting authorization to abolish one position of Landscape Architect 3 and create one position of Chief of Administration and External Affairs. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

APPEARANCE:

Sue Black, Director, Parks, Recreation, and Culture

Questions and comments ensued.

- 04:55 Supervisor De Bruin requested that staff follow up with Supervisor Weishan and herself, with the help of the Parks Department, DHR, and DAS to see whether or not there is an option to amend the original create and abolishment of the position that was approved by the Committee on Finance and Audit on the County Board floor with the intent of keeping the Landscape Architect 3 position and just unfund it. She would like a recommendation on whether it is advisable.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

16. 09-15(a) From the Director of Human Resources relative to requests to the Civil Service Commission regarding determination of whether a position will be in the “classified” or “unclassified” service.

(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

The Committee took no action regarding this informational report.

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):

17. 09-P-04 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 #17. 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. 6-0

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

NOES: 0

EXCUSED: Thomas - 1

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 12:40 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
John Chianelli, Administrator, Behavioral Health Division, DHHS
Cynthia Archer, Director, Department of Administrative Services
Jack Takerian, Interim Director, Department of Transportation and Public Works (DTPW)
Greg High, Director, Architectural, Engineering & Environmental Division, DTPW
Greg Gracz, Director, Labor Relations
Dan Diliberti, County Treasurer
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits Division
Supervisor Joe Sanfelippo, 17th District
Gerald Schroeder, Manager, Employee Retirement System
John Jorgenson, Assistant Corporation Counsel
Kevin Carr, Deputy Inspector, Sheriff's Department
Sue Black, Director, Parks, Recreation, and Culture
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: 9:04 a.m. to 1:20 p.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Wednesday, March 11, 2009 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

1. 09-114 From the County Executive, appointing Mr. Erbert Johnson to the Civil Service Commission for a term expiring December 31, 2013.

APPEARANCES:

Fran McLaughlin, Director of Communications, County Executive's Office

Sherry Hill, Director of Community Relations, County Executive's Office

00:17 Ms. McLaughlin introduced Ms. Hill as the new Director of Community Relations for the County Executive and stated Ms. Hill would be presenting the appointment for the Civil Service Commission to the Committee on behalf of the County Executive.

00:32 Ms. Hill introduced Mr. Johnson to the Committee who then provided brief comments.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

2. 09-22(a) From the 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.)**

The Committee took no action regarding this item.

3. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Dennis John, Director, IMSD-DAS

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 09-24(a) From the 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)**

The Committee took no action regarding this informational report.

5. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 08-345(a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the County Executive's 2009 Adopted Budget.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources

Hugh Morris, Compensation Manager, Human Resources

John Chianelli, Administrator, Behavioral Health Division

00:27 Dr. Jackson stated this report is generated through an annual process in which Human Resources validates the positions that have been created in the budget. They have worked very closely with the Union to ensure that their issues were addressed.

Questions and comments ensued.

05:41 Supervisor De Bruin requested that she be provided with a follow-up report pertaining to how many student intern positions are within the

SCHEDULED ITEMS:

County and the functions they perform.

09:41 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

MOTION BY:(Larson) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

7. 09-73 From Corporation Counsel requesting authorization to amend Section 17.30 of the Milwaukee County General Ordinances as it pertains to the appointment and supervision of the Superintendent of the House of Correction. **(Also to the Committee on Judiciary, Safety, and General Services.) (Laid over 01/30/09: Reports due from Corporation Counsel and County Board staff.)**

APPEARANCES:

Bill Domina, Corporation Counsel

Kevin Carr, Deputy Inspector, Office of the Sheriff

00:35 Mr. Domina stated this item came as a result of a complaint registered and presented by a Union representative indicating there was uncertainty as to the appointing authority for the House of Correction. Mr. Domina reviewed the ordinances and discovered that despite the budget amendments that were approved through the budget cycle this past fall, ordinance amendment changes were not included. In his view and based on the action of the Board, which he believes intended to transfer management authority of the House of Correction to the Sheriff, not including amendment changes was an oversight.

Mr. Domina then directed that a draft ordinance amendment be created that would reflect the intent and policy of the Board as adopted. This is what is before the Committee. Mr. Domina contacted the Sheriff's Office and spoke with Inspector Carr informing him that the ordinance amendment was going to be submitted. This was not a request that came from the Sheriff's Department. This was a Corporation Counsel decision based on Committee discussions. This would provide the Sheriff, who is a constitutional officer, the opportunity to exercise his constitutional authority to do the things that are within his purview in terms of management and regulation of the jail facility including administration of the management of that facility.

Questions and comments ensued at length.

SCHEDULED ITEMS:

27:49 Ms. Penni Secore, AFSCME-DC48, appeared and spoke regarding this item.

Mr. Kevin Schoofs, AFSCME Local 567, registered but did not speak regarding this item.

MOTION BY:(Borkowski) Approved. 6-1

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

NOES: Weishan – 1

8. 09-117 From the Chairman, Select Committee on Deferred Compensation, requesting authorization to enter into an agreement with Great-West Retirement Services for third party administration of the Milwaukee County Plan of Deferred Compensation. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Steve Cady, Chairman, Select Committee on Deferred Compensation
Darryl Collier, Assistant Vice-President, Great-West Retirement Services

00:24 Mr. Cady stated the item before the Committee is a request from the Select Committee on Deferred Compensation to approve the five-year contract that was proposed with Great-West for third party administration of the Deferred Compensation Plan. Great-West has been the record keeper since 1984. Assistance with the Request for Proposals (RFP) process was given by Ennis Knupp, an outside investment consultant. After reviewing the five proposals that were submitted, Great-West scored the highest.

Mr. Cady went on to state he is pleased to announce that since Great-West has been the record keeper for Milwaukee County, they have certainly made a genuine commitment to Milwaukee County. Great-West purchased a call center, the Emjay facility that is located in Glendale, that employs over 225 people. This is one of only three call centers in the nation, the other two being in Denver and New York City. So in that respect, Milwaukee is pretty privileged. In addition to this contract, Great-West has stepped up to the plate in working with the Community Business Development Partners (CBDP) and has selected a certified local Disadvantaged Business Enterprise (DBE) to meet its goal for DBE participation.

02:39 Mr. Collier stated he has been working on Milwaukee County's account since 2001. Great-West is very happy with the services they

SCHEDULED ITEMS:

provide and welcomes the opportunity to continue serving Milwaukee County.

Questions and comments ensued.

MOTION BY:(De Bruin) Approved. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

9. 09-115 From the Office of the Sheriff requesting authorization to grant a leave of absence pursuant to Section 17.193 of the Milwaukee County General Ordinances.

APPEARANCE:

Kevin Carr, Deputy Inspector, Sheriff's Department

00:224 Inspector Carr stated that on behalf of Sheriff Clark, it is respectfully requested that approval be given to grant a leave of absence to a Deputy Sheriff Captain in the Sheriff's Office in order to receive an exempt appointment to the rank of Deputy Inspector. He will be taking the place of a former Deputy Inspector who was returned to the rank of Captain. This is a one for one switch. It is not an increase in the number of people that are on leave. Members of their agency, who have Civil Service protection at the rank of Captain, are sometimes promoted to a rank that does not have Civil Service protection.

Questions and comments ensued.

MOTION BY:(Borkowski) Approved. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

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):

10. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #10. At the

SCHEDULED ITEMS:

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. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic,
Thomas and Cesarz (Chair) - 7

NOES: 0

The Committee convened into closed session at approximately 10:50 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Fran McLaughlin, Director of Communications, County Executive's Office
Sherry Hill, Director of Community Relations, County Executive's Office
Dennis John, Director, IMSD-DAS
Dr. Karen Jackson, Director, Human Resources, DAS
Hugh Morris, Compensation Manager, Human Resources
John Chianelli, Administrator, Behavioral Health Division
Bill Domina, Corporation Counsel
Kevin Carr, Deputy Inspector, Office of the Sheriff
Steve Cady, Chairman, Select Committee on Deferred Compensation
Greg Gracz, Director, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 9:04 a.m. to 12:25 p.m.

Adjourned,

Jodi Napp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Thursday, April 9, 2009 -- 2:00 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Dimitrijevic, *Thomas, and Cesarz (Chair)

EXCUSED: Supervisors Larson and Weishan

*Supervisor Thomas was not present at the time of roll call but appeared shortly thereafter.

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Dimitrijevic) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 4-0

AYES: Borkowski, De Bruin, Dimitrijevic,
and Cesarz (Chair) - 4

NOES: 0

The Committee convened into closed session at approximately 2:13 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Steven Kreklow, Fiscal and Budget Administrator, Department of Administrative Services

Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 2:10 p.m. to 4:15 p.m.

Adjourned,

Jodi Wapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Steve Cady, 278-5003

COMMITTEE ON PERSONNEL

Friday, April 17, 2009 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair)

EXCUSED: Supervisors De Bruin and Thomas

SCHEDULED ITEMS:

1. 09-159 From the County Executive, appointing Mrs. Anne Szczygiel to the Civil Service Commission to fill the vacancy of Mr. Bradley DeBraska's unexpired term, which expires August 1, 2013.

APPEARANCE:

Sherry Hill, Director of Community Relations, County Executive's Office

- 00:20 Ms. Hill introduced Ms. Szczygiel to the Committee who then provided brief comments.

MOTION BY:(Borkowski) Approve. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

NOES: 0

2. 09-22(a) From the 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:

Dave Meaux, Human Resources Coordinator, Zoological Department

Questions and comments ensued.

The Committee took no action regarding this item.

SCHEDULED ITEMS:

3. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Sue Black, Director, Parks, Recreation and Culture
Steve Cady, Fiscal and Budget Analyst, County Board

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 09-24(a) From the 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)**

The Committee took no action regarding this informational report.

5. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources
Pat Wright, Employment and Staffing Manager, Human Resources
Sean Moore, Human Resources Coordinator, Department of Transportation, Public Works & Transit
Dashell Young, Community/Recruitment Outreach, Human Resources

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 09-184 A Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the May 2009 meeting cycle summarizing time off utilized under the Family and Medical Leave Act (FMLA), and further directing the creation of a uniform Countywide FMLA policy and training plan by July 31, 2009.

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

01:28 Dr. Jackson expressed her concern regarding the timeline by which the report is due.

**MOTION BY:(Borkowski) AMEND the Resolution on Line 49
changing "May" to "June." 5-0**

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

NOES: 0

MOTION BY:(Dimitrijevic) Approve as AMENDED. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic
and Cesarz (Chair) – 5

NOES: 0

7. 09-37(a) From the Office of the Sheriff submitting an informational status report on the operations and programming at the House of Correction (HOC). **(Also to the Committees on Judiciary, Safety & General Services and Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Inspector Kevin Carr, Administrator, Office of the Sheriff

Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

00:29 Inspector Carr was pleased to report the significant progress made in many areas at the HOC. He stated there is still a long way to go and a lot of work to be done, not only from an organizational aspect but there are a number of physical and operational improvements that will need to take place to bring the facility to the level at which the Sheriff expects it to operate. It is believed that the entire process could take up to two years, but they are extremely pleased with the progress that has been reported so far.

Inspector Carr referred the Committee to the report written by Dr. Jeffrey A. Schwartz. Dr. Schwartz is the author of the National Institute of Corrections (NIC) report that brought to light a number of deficiencies in operations and management of the HOC last year. Dr. Schwartz had the opportunity to review the quarterly report submitted by the Office of the Sheriff and indicated he believes the progress made at the HOC has been nothing short of amazing.

SCHEDULED ITEMS:

09:10 Supervisor Borkowski requested to have included in the next quarterly report a paragraph or two regarding incidents arising from inmates defacing, destroying, or vandalizing HOC property.

MOTION BY:(Dimitrijevic) Receive and Place on File the report from Dr. Jeffrey A. Schwartz dated April 8, 2009, and the report from Inspectors Carr and Schmidt dated March 25, 2009. 5-0

AYES: Larson, Borkowski, Weishan, Dimitrijevic and Cesarz (Chair) – 5

NOES: 0

ADDENDUM ITEM

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):

8. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Weishan) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #8. 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. 4-0

AYES: Larson, Borkowski, Weishan, and Cesarz (Chair) - 4

NOES: 0

EXCUSED: Dimitrijevic - 1

The Committee convened into closed session at approximately 10:27 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Sherry Hill, Director of Community Relations, County Executive's Office

Dave Meaux, Human Resources Coordinator, Zoological Department

Dr. Karen Jackson, Director, Human Resources, DAS

Pat Wright, Employment and Staffing Manager, Human Resources

Sean Moore, Human Resources Coordinator, Department of Transportation, Public Works & Transit

Dashell Young, Community/Recruitment Outreach, Human Resources

Kevin Carr, Deputy Inspector, Office of the Sheriff

Inspector Richard Schmidt, Jail Administrator, Office of the Sheriff

Steve Cady, Fiscal and Budget Analyst, County Board

This meeting was recorded. 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: 9:03 a.m. to 11:33 a.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Thursday, April 23, 2009 -- 8:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair) - 7

NOES: 0

The Committee convened into closed session at approximately 8:37 a.m. and reconvened at approximately 9:37 a.m. The roll was taken and all Committee Members were present.

00:21 ***MOTION BY:(De Bruin) Committee recess to the Call of the Chair. 7-0***

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair) - 7

NOES: 0

The Committee recessed at 9:38 a.m. and reconvened at approximately 12:30 p.m. The roll was taken and all Committee

SCHEDULED ITEMS:

Members were present.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair) - 7

NOES: 0

The Committee convened into closed session at approximately 12:33 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Cynthia Archer, Director, Department of Administrative Services

Steven Kreklow, Fiscal and Budget Administrator, Department of Administrative Services

Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 8:35 a.m. to 1:55 p.m.

Adjourned,

Jodi Wajpp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Wednesday, April 29, 2009 – 10:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

*Supervisor De Bruin was not present at roll call but appeared shortly thereafter.

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 6-0

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

NOES: 0

EXCUSED: De Bruin – 1

The Committee convened into closed session at approximately 10:12 p.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 10:10 a.m. to 11:33 a.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, May 8, 2009 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

*Supervisors De Bruin and Weishan were not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 09-22(a) From the 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.)**

***MOTION BY:(Thomas) Lay over Sheriff positions contained within the
Reclassification section of the report.***

This action was so ordered by the Chair. All remaining items contained within the Reclassification section and all remaining sections contained within the report dated April 23, 2009, will be implemented.

2. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Yvonne Makowski, Human Resources Coordinator, Behavioral Health Division, DHHS

Questions and comments ensued.

The Committee took no action regarding this informational report.

3. 09-24(a) From the 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)**

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Sean Moore, Human Resources Coordinator, Department of Transportation and Public Works

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 09-P-05 From the Directors, Human Resources, Fiscal Affairs-DAS, and Labor Relations, providing an informational report regarding 2009 County layoffs, contract terms and language relating to hiring of displaced employees, and a proposed resource plan to provide assistance to displaced employees. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
John Chianelli, Administrator, BHD, DHHS
Yvonne Makowski, Human Resources Coordinator, BHD, DHHS
Pat Wright, Employment and Staffing Manager, Human Resources

- 01:36 Mr. Chianelli indicated management, over the last fourteen days, has been working on the actual transition phase of the food service take over by the new vendor, which takes place on June 7, 2009. The logistics are being worked out to get that vendor up, running, and ready to prepare food. Being able to feed the patients is a priority. In the meantime, a strategy has been developed to help support employees (68 are affected) during the interviewing process with the new vendor, as well as incorporating employment transition training.

SCHEDULED ITEMS:

This support included assistance by staff ensuring that every employee received an application for the new vendor.

The Behavioral Health Division (BHD) is working closely with Human Resources to address layoff placement possibilities that are available in the County. The layoff placement date is scheduled for May 13th, at which time Human Resources will sit down and work with the most senior staff in regards to where there are vacancies within the County. To date, 33 represented and 5 non-represented employees have submitted applications to the new vendor, 3 employees are on medical leave, 3 employees have reported to management that they are pursuing the retirement track, and 6 employees will be taking advantage of the CNA test, which will enable them to apply for CNA training.

The new vendor has completed interviews and will be making offers to employees within the next several days. A letter went out to all employees on May 7th detailing the new vendor's work rules, how business will run, and what employees can expect.

Questions and comments ensued.

09:38 Supervisor Dimitrijevic requested that the Committee continue to receive reports as information becomes available.

16:39 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

Item #s 6 and 9 were addressed together but considered separately.

6. 09-202 From the Directors of Human Resources and Parks, Recreation, and Culture providing an informational report on the proposed structure of the Summer Youth Employment Program and requesting authorization to execute an agreement with the Milwaukee Area Workforce Investment Board, Inc. for the 2009 Summer Youth Employment Program. **(Also to the Committee on Parks, Energy and Environment.)**

APPEARANCES:

Sue Black, Director, Parks, Recreation, and Culture
Matthew Collins, Marketing, Parks, Recreation, and Culture
Chytania Brown, Workforce Investment Board

01:51 Ms. Black stated last year, the Summer Youth Employment Program

SCHEDULED ITEMS:

(SYEP) received its money from Milwaukee Public Schools (MPS). Notification came the last week in June, and the program was implemented a week later. When planning for the SYEP, the most important aspect is identifying funding. There are three different components, one of which is money included in the Human Resources Budget that is a match for MPS money. In the meantime, the Department is working on putting together the different position classifications. Simultaneously, stimulus money became available through the Workforce Investment Board.

Ms. Black concluded by stating that she is requesting authorization to enter into a contract with the Workforce Investment Board and to set up the structure for the program.

03:50 Mr. Collins provided the Committee with a brief overview of last year's program and detailed the 2009 SYEP.

06:37 Ms. Brown provided information regarding the limitations set by the American Recovery Act as they relate to who can fill the positions, where the youth can work, and the positions that can be held.

Questions and comments ensued.

14:33 Ms. Patty Yunk, AFSCME-DC48, appeared and spoke regarding this item.

MOTION BY:(Dimitrijevic) Approve. 6-0

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

NOES: 0

EXCUSED: Thomas – 1

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

7. 09-198 From the Office of the Sheriff requesting authorization to abolish 24 Correction Officer I positions, one Assistant Superintendent HOC position, one Investigator Coordinator position, and one Administrative Assistant position; unfund one Superintendent HOC position; and create five positions of Correction Officer Lieutenant and four positions of Deputy Sheriff Lieutenant. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

APPEARANCE:

Kevin Carr, Inspector, Office of the Sheriff

00:53 **MOTION BY:(Thomas) Lay item over to the Call of the Chair. 5-0**

AYES: Larson, Borkowski, Dimitrijevic, Thomas,
and Cesarz (Chair) – 5

NOES: 0

EXCUSED: De Bruin and Weishan - 2

8. 09-197 From the Clerk of Circuit Court requesting authorization to abolish two Deputy Court Clerk/Judicial Assistant (Part-time) positions, position numbers 0082 and 0090, and create one Deputy Court Clerk/Judicial Assistant (FTE). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Jim Smith, Chief Deputy, Clerk of Circuit Court

Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court

00:40 Ms. Ottesen stated that these are two part-time positions created for the purpose of covering Intake Court on weekends. She indicated it is hard to fill those positions, and when filled, it has been hard to retain the employees. The part-time positions are both funded with benefits attached. The request is to create one full-time position.

MOTION BY:(Dimitrijevic) Approve. 6-0

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

NOES: 0

EXCUSED: Thomas – 1

9. 09-203 From the Director of Parks, Recreation, and Culture requesting authorization to create 42 Student Worker III FTE positions (with under-fill positions at the I and II level), eight Student Intern FTE positions, two Youth Employment Lead FTE positions, and one Student Program Coordinator FTE position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Rick Ceschin, Research Analyst, County Board

17:04 Mr. Ceschin introduced and explained the amendment offered by Supervisor Borkowski.

SCHEDULED ITEMS:

MOTION BY:(Borkowski) AMEND the Resolution by deleting the “BE IT RESOLVED” clause and replacing it with the following “BE IT RESOLOVED” clause:

BE IT RESOLVED that the following position actions are approved for the Parks Department effective June 14, 2009:

<u>Action</u>	<u>Title</u>	<u>Org.</u>	<u>No. Pos.</u>	<u>PR</u>
Create	Student Worker III	9000	42	5108
Create	Student Intern	9000	8	511M
Create	Youth Employment Lead	9000	2	24M
Create	Student Program Coord.	9000	1	24M. 6-0

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

NOES: 0

EXCUSED: Thomas - 1

MOTION BY:(Borkowski) Approve as AMENDED. 6-0

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

NOES: 0

EXCUSED: Thomas – 1

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):

10. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #10. 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. 6-0

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

NOES: 0

EXCUSED: Thomas - 1

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 10:20 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Yvonne Makowski, Human Resources Coordinator, Behavioral Health Division, DHHS
Dr. Karen Jackson, Director, Human Resources, DAS
Sean Moore, Human Resources Coordinator, Department of Transportation and Public Works
Pat Wright, Employment and Staffing Manager, Human Resources
John Chianelli, Administrator, Behavioral Health Division, DHHS
Sue Black, Director, Parks, Recreation and Culture
Matthew Collins, Marketing, Parks, Recreation, and Culture
Kevin Carr, Inspector, Office of the Sheriff
Jim Smith, Chief Deputy, Clerk of Circuit Court
Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court
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: 9:08 a.m. to 11:37 a.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, June 12, 2009 – 9:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

1. 09-22(a) From the 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.)**

The Committee took no action regarding this item.

2. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Sue Black, Director, Department of Parks, Recreation & Culture
Steve Kreklow, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Deputy, Corporation Counsel
John Chianelli, Administrator, Behavioral Health Division
Jack Takerian, Interim Director, Department of Transportation and
Public Works
Kevin Carr, Inspector, Office of the Sheriff

00:01 Supervisor Thomas requested separate action be taken on Org. Unit 1151, Fiscal & Management Analyst III and Payroll Specialist, and Org. Unit 5800, Director of Operations.

00:41 Supervisor De Bruin expressed concerns regarding the costs associated with appointing people at an advanced step of the pay range. She requested a report in writing thoroughly justifying why, from the departments' and Administration's perspective, it is necessary to appoint these people at an advanced step of the pay range.

SCHEDULED ITEMS:

Questions and comments ensued at length.

The following appeared to provide justification for their department's appointments:

Sue Black, Director, Department of Parks, Recreation & Culture

Steve Kreklow, Fiscal and Budget Administrator, DAS

John Chianelli, Administrator, Behavioral Health Division

Jack Takarian, Interim Director, Department of Transportation and Public Works

Kevin Carr, Inspector, Office of the Sheriff

- 1:00:41 Mr. Ceschin advised the Committee that under Ordinances, there is no provision necessarily allowing for the extracting of positions for separate action, which is why the informational items are noticed in the manner that they are. Having said that, Mr. Ceschin went on to state it is certainly within the Committee's purview to take whatever action it deems necessary.

MOTION BY:(De Bruin) Lay over for one cycle all positions listed wherein the current year fiscal impact is over \$3,000, excluding Airport positions, subject to receipt of a written report back justifying and analyzing the requested impact amounts. If market rate is a factor, include market rate information. In addition, refer this item to Corporation Counsel for an opinion as to what action, if any, can be taken on reference file informational reports from Human Resources received by the Personnel Committee. Appointments affected include the following: Staff Psychiatrist (Behavioral Health Division), Fiscal and Management Analyst III and Payroll Specialist (DAS-Fiscal Affairs), Director of Operations (DPW-Administration), Clerical Specialist and Parks Budget Manager (Parks), and LPN-Sheriff and RN III MH (Sheriff). 6-1

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic and Thomas – 6

NOES: Cesarz (Chair) - 1

3. 09-24(a) From the 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)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Jack Takerian, Interim Director, Department of Transportation and Public Works

Questions and comments ensued.

The Committee took no action regarding this informational report.

4. 09-72(a) From the Director of Human Resources relative to the length of time elapsed from receipt of a request for certification to hire, including days elapsed from request to posting and from application deadline to the creation of a cert list. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Pat Wright, Employment and Staffing Manager, Human Resources

00:24 Dr. Jackson outlined changes made to the report, which provided the Committee with clarity. She also emphasized that even during these challenging fiscal times, it is still necessary to hire employees. Dr. Jackson provided the Committee with background and explanatory information to assist in understanding the tracking table.

Questions and comments ensued.

03:30 Ms. Barbara Kelsey appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

5. 08-322(a)(g) From the Pension Obligation Bond Workgroup requesting authorization to amend the Milwaukee County General Ordinance regarding current year contributions related to Pension Obligation Bond sale proceeds. **(Also to the Committee on Finance and Audit and the Pension Study Commission.)**

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
Steve Kreklow, Fiscal and Budget Administrator, DAS

00:44 Mr. Grady stated this recommendation comes from the Pension Obligation Bond (POB) Workgroup, which was established several years ago by the County Board. The Workgroup is made up of staff from Corporation Counsel, DAS, the County Auditor, and the County

SCHEDULED ITEMS:

Board. It also includes outside professional consultants and representation from the Bond Counsel. The proposal addresses an important accounting issue regarding how to handle the POB proceeds from the sale of the bonds. There are two major components that this proposal addresses. Component one is the result that comes from nothing being done. If corrective action is not taken, the pension system Ordinance requires bond proceeds given to the retirement system to be an excess contribution to the retirement system, which would be spread over five years. The effect will mean that for the next approximately five to six-and-a-half years, the County would make no contribution to the retirement system. That is a very bad practice given the current funding status of the pension system. What the Workgroup is proposing is that those proceeds are taken and spread over a thirty-year amortization, which is currently being used for the retirement system for unfunded liability. That will smooth out the effect of the sale of the POBs. The current Ordinance would give a five or six-year contribution holiday and push all costs into later years. Eventually, over thirty years, the total amount due would be paid. The fiscal note reflects the savings over thirty years.

Mr. Grady went on to explain that if this is not done, payments for unfunded liability would be pushed off to the future ultimately increasing the total cost to the County in terms of what has to be paid over time. It would be a short-term savings but a long-term substantial cost. The Workgroup, together with the actuary, is recommending that change. In conjunction with that, the other component of this change addresses the issue that the County, over four of the past five years, has not contributed as much as the retirement system requires. It has been under funded or has shortfalls. Under the Ordinances, those shortfalls are also amortized over five years. The Workgroup is proposing that those proceeds be used to pay off that bill and apply the rest to the thirty-year amortization. Clearly, this is a short-term cost to the County because it will increase the contribution, but in the long-term, substantial savings will be seen and a more appropriate method of dealing with these proceeds will be established.

06:06 Supervisor Weishan expressed concerns regarding the timeliness of receiving the report and having to make a decision on such short notice.

08:18 Mr. Langer gave an overview of his report providing the Committee with a comparison of the three options listed (Status Quo, Alternative A, and Alternative B) reviewing the numbers of these options in detail. Mr. Langer continued his presentation by emphasizing that Status Quo contribution numbers reflect continuing current practices without an

SCHEDULED ITEMS:

amendment to the Ordinance. It is strongly recommended that Milwaukee County does not continue with Status Quo. The Pension Obligation Bond Workgroup recommends adoption of the proposed Ordinance and feels it is a reasonable way to proceed.

Questions and comments ensued.

MOTION BY:(Weishan) Lay the item over for a Special Personnel Committee Meeting to be held at the Call of the Chair. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas, and Cesarz (Chair) – 7

NOES: 0

6. 09-184 An adopted Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the June 2009 meeting cycle summarizing time off utilized under the Family and Medical Leave Act (FMLA), and further directing the creation of a uniform Countywide FMLA policy and training plan by July 31, 2009. **(04/17/09: Report due from Director of Human Resources.)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Rebecca Parker, FMLA Specialist, Human Resources, DAS

00:36 Dr. Jackson stated that this is a two-part presentation that provides FML statistics as was recommended by the resolution. Human Resources (HR) will come back next cycle with a comprehensive policy and ideas about training. She introduced Ms. Parker, HRs FML Specialist, and stated this position was created as part of this Committee recognizing the need for assistance in evaluating Milwaukee County's FML issues.

01:30 Ms. Parker stated she processes FML for all departments with the exception of the Department of Health and Human Services and the Courts. Because of the amount of FML that is being taken in those departments, it is still being administered through their respective human resources divisions. Because processing for the rest of the departments is now centralized by going through HR, it allows for a more cohesive administration of FML. She continued by summarizing the report stating that she was able to analyze data, over approximately the course of a year out of both payroll systems, to get a baseline of FML for the County. She reviewed statistics (percentages and trends) in detail comparing Milwaukee County to standard corporations including 24/7 operations. She stated that Milwaukee County has

SCHEDULED ITEMS:

been consistently at the higher end of the norm for FML but falling within the averages.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 09-P-05 From the Directors, Human Resources, Fiscal Affairs-DAS, and Labor Relations, providing an informational report regarding 2009 County layoffs, contract terms and language relating to hiring of displaced employees, and a proposed resource plan to provide assistance to displaced employees. **(05/08/09: Report due from Director of Human Resources.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Pat Wright, Employment and Staffing Manager, Human Resources (HR)
John Chianelli, Administrator, Behavioral Health Division, DHHS

01:20 Ms. Wright stated Milwaukee County was able to place nine Food Service Workers into County positions. Fifty employees applied for positions with A'viands, the new vendor. Forty-three of those employees have been offered positions with A'viands and thirty-seven have accepted positions. Approximately five Food Service Workers retired. HR continues to work with employees that were not placed with testing, for positions that were being held for layoffs, pending. HR is also following up with employees that chose not to show up for placements. Another attempt has been made to contact those to see if they are in need of assistance.

02:33 Mr. Chianelli stated one of the strategies employed was to bring in the Workforce Development Group to provide a presentation for staff. The presentation included an opportunity for staff retraining. The Workforce Development Group received a stimulus grant, which affords employees the opportunity to enter into a technical training school for up to two-and-a-half years in any field of their choice. This presented a good opportunity for a number of employees who chose to take advantage.

Mr. Chianelli updated Ms. Wright's numbers stating that he recently received information reflecting forty-seven employees took positions with the new vendor. He stated the kitchen has been operating for a week and is running well.

Questions and comments ensued.

SCHEDULED ITEMS:

The Committee took no action regarding this informational report.

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):

8. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #8. 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. 4-2

00:30 Supervisor Weishan expressed concerns regarding going into closed session.

Discussion ensued amongst Committee members.

AYES: Larson, Borkowski, De Bruin, and Cesarz (Chair) - 4

NOES: Weishan and Dimitrijevic - 2

EXCUSED: Thomas - 1

The Committee convened into closed session at approximately 1:00 p.m. The Committee did not reconvene back into open session.

ADDENDUM ITEMS

9. 09-22(a)(a) From the 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). **(Sheriff positions contained within the Reclassification Section of the Report dated April 23, 2009, titled Correction Officer 2 was laid over May 8, 2009.)**

APPEARANCES:

Kevin Carr, Inspector, Office of the Sheriff

Steve Kreklow, Fiscal and Budget Administrator, DAS

Jon Priebe, Fiscal Affairs, Office of the Sheriff

SCHEDULED ITEMS:

00:38 Inspector Carr stated this reclassification request is closely linked to an additional request that involves the total reorganization of the command staff at the South Facility (Item #10). The reorganization is necessary because at the present time, there is an unnecessary layer of supervision that had been put in place over a number of years by the previous administration. If the Sheriff's Department is allowed to go forward with this reorganization, efficiencies will accrue. DAS has analyzed the Department's proposal and has identified cost savings.

22:59 The following people appeared and spoke regarding this item:
Ms. Marsha Spells, Local 1656
Mr. Dave Eisner, Contract Administrator, AFSCME-DC48
Mr. Rodney Harris, Local 1656

Mr. Kevin Schoofs registered but did speak.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

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

10. 09-198 From the Office of the Sheriff requesting authorization to abolish 24 Correction Officer I positions, one Assistant Superintendent HOC position, one Investigator Coordinator position, and one Administrative Assistant position; unfund one Superintendent HOC position; and create five positions of Correction Officer Lieutenant and four positions of Deputy Sheriff Lieutenant. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.) (Laid over 05/08/09.)**

APPEARANCES:

Kevin Carr, Inspector, Office of the Sheriff
Jon Priebe, Fiscal Affairs, Office of the Sheriff

00:38 Inspector Carr stated this is the funding piece that is going to result in the identified cost savings discussed in the previous item. He reviewed the positions contained in the request in detail.

Questions and comments ensued.

SCHEDULED ITEMS:

- 04:26 ***MOTION BY:(Thomas) Lay over the four Deputy Sheriff Lieutenant positions delineated in Lines 59 and 72 of the resolution.***

Discussion ensued as to whether the Personnel Committee is the proper venue for that motion considering the Committee's primary mission is to approve classifications and rates of pay only.

After further discussion, Supervisor Thomas withdrew his motion and will reserve it to be reentered before the Committee on Finance and Audit.

- 13:14 ***MOTION BY:(Weishan) Delete Line 73 of the resolution. 3-4***
AYES: Larson, Weishan, and Dimitrijevic - 3
NOES: Borkowski, De Bruin, Thomas and Cesarz (Chair) – 4

The motion failed.

- 20:10 ***MOTION BY:(Borkowski) Approve classifications and rates of pay pending creation of positions by the Committee on Finance and Audit. 6-1***
AYES: Larson, Borkowski, De Bruin, , Dimitrijevic, Thomas and Cesarz (Chair) – 6
NOES: Weishan - 1

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Sue Black, Director, Department of Parks, Recreation & Culture
Steve Kreklow, Fiscal and Budget Administrator, DAS
Mary Anne Grimes, Deputy, Corporation Counsel
John Chianelli, Administrator, Behavioral Health Division
Jack Takerian, Interim Director, Department of Transportation and Public Works
Inspector Kevin Carr, Office of the Sheriff
Pat Wright, Employment and Staffing Manager, Human Resources
Mark Grady, Principal Assistant, Corporation Counsel
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Jon Priebe, Fiscal Affairs, Office of the Sheriff
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

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: 9:40 a.m. to 2:20 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Tuesday, June 23, 2009 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

*Supervisors Dimitrijevic and Thomas were not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 08-322(a)(g) From the Pension Obligation Bond Workgroup requesting authorization to amend the Milwaukee County General Ordinance regarding current year contributions related to Pension Obligation Bond sale proceeds. **(Also to the Committee on Finance and Audit and the Pension Study Commission.) (Laid over 06/12/09.)**

MOTION BY:(De Bruin) Approve. 5-1

AYES: Cesarz, Borkowski, De Bruin, Thomas and
Larson (Chair) – 5

NOES: Weishan - 1

EXCUSED: Dimitrijevic - 1

SCHEDULED ITEMS:

ADDENDUM ITEM

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):

2. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #2. 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. 4-2

01:11 Supervisor Weishan expressed concerns regarding going into closed session.

2:00 Supervisor De Bruin expressed concerns regarding going into closed session.

Discussion ensued amongst Committee members.

AYES: Cesarz, Borkowski, De Bruin, Thomas and Larson (Chair) - 4

NOES: De Bruin and Weishan - 2

EXCUSED: Dimitrijevic - 1

The Committee convened into closed session at approximately 9:22 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 09:00 a.m. to 10:32 a.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, July 10, 2009 -- 9:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

SCHEDULED ITEMS:

1. 09-292 A Resolution by Supervisor Holloway transferring the Division of Labor Relations from the Department of Administrative Services to the Office of Corporation Counsel.

APPEARANCE:

Terrence Cooley, Chief of Staff, County Board

00:16 Mr. Cooley requested, on behalf of County Board Chairman Holloway, that this issue be referred to County Board staff.

00:30 With no objections voiced by the Committee, the referral to staff was so ordered by the Chair.

2. 09-293 A Resolution by Supervisor Thomas amending various sections of Chapter 201 of the Milwaukee County Code of General Ordinances, pertaining to certain pension benefits for non-represented employees. **(Also to the Pension Study Commission and the Pension Board.)**

APPEARANCES:

Bill Domina, Corporation Counsel

Larry Langer, Principal, Retirement Consulting, Buck Consultants

00:44 Supervisor Thomas stated the pension enhancement was granted to non-represented employees in 2000. The enhancement was later terminated through subsequent pension ordinance revisions. The intent of those revisions applied to new employees, transfers, and promotions of current employees. This resolution specifically addresses employees that hold the position of deputy sheriff and are promoted to lieutenant, which would then make them eligible for the enhancement. Amending the ordinance would close that back door and not inadvertently make these employees eligible for the pension enhancement.

SCHEDULED ITEMS:

- 01:12 Supervisors Cesarz and Larson requested to be added as co-sponsors.
- 02:22 Mr. Domina stated the purpose of Supervisor Thomas' interest was to maintain the status quo relative to individuals who are eligible for pension enhancements. The ordinance amendment would limit individuals who are moving from non-qualification status into qualification status by virtue of changing from a represented position to a non-represented position from becoming eligible for the pension enhancement. The only represented group that was not eligible for the pension enhancement since 2000 was the Deputy Sheriff's Association. Mr. Domina walked the Committee through the ordinance highlighting the sections modified and indicated these changes arose out of the reorganization of the Sheriff's Department.
- 08:06 Mr. Langer explained the actuarial impact on the retirement system for the changes that Mr. Domina outlined.
- 26:56 Supervisor De Bruin requested to be added as a co-sponsor.

Questions and comments ensued.

MOTION BY:(Dimitrijevic) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

3. 09-296 A Resolution by Supervisor Coggs seeking modifications in Milwaukee County and the State of Wisconsin job application procedures to increase the number of job opportunities available for persons with prior convictions.
- 00:38 Supervisor De Bruin stated since Supervisor Coggs was unable to attend the meeting, she requested the item be laid over to next cycle.
- 00:46 With no objections voiced by the Committee, the lay over was so ordered by the Chair.
4. 09-280 From the County Executive, requesting authorization to extend specified temporary appointments to higher classifications, pursuant to Section 17.085 of the Milwaukee County Code of General Ordinances.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office

SCHEDULED ITEMS:

Jack Takerian, Interim Director, Department of Transportation & Public Works
Mary Ann Grimes, Deputy, Corporation Counsel

00:24 **MOTION BY:(Borkowski) Approve.**

00:51 Supervisor Weishan expressed concern regarding the assignment being open-ended.

Questions and comments ensued.

MOTION BY:(Weishan) AMEND the resolution inserting the following language to the “BE IT RESOLVED CLAUSE” after the word “position” on Line 36: “for a period not to exceed three months from the date of approval of this resolution.” 5-2

AYES: Larson, De Bruin, Weishan, Dimitrijevic and Thomas - 5

NOES: Borkowski and Cesarz (Chair) – 2

MOTION BY:(Larson) Approve as AMENDED. 6-1

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic and Thomas - 6

NOES: Cesarz (Chair) – 1

5. 09-22(a) From the 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:

Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court

Questions and comments ensued.

The Committee took no action regarding this item.

6. 09-23(a)(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(The following positions contained within the report dated June 8, 2009, were laid over June 12, 2009: Staff Psychiatrist and RN III (Behavioral Health Division), Fiscal and Management Analyst III and Payroll Specialist (DAS-Fiscal Affairs), Director of Operations (DPW-Administration), Clerical Specialist and Parks Budget Manager (Parks), and LPN-Sheriff. (Opinion from Corporation Counsel.)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources (HR), DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Mary Ann Grimes, Deputy, Corporation Counsel

Supervisors expressed concerns regarding the inability to take action on HR informational reports not marked for Supervisor objections.

02:01 Supervisor De Bruin requested that HR along with Corporation Counsel do a records review of both County Board information as well as HR information regarding the history of the applicable ordinance that neither requires nor permits the Committee to take any action with regard to the appointments listed in the report. She also requested County Board staff prepare a report, in consultation with HR and Corporation Counsel, as to what needs to be done to change the ordinance wherein the reports would continue to be informational but would provide the Committee the power to take action, if deemed necessary.

Questions and comments ensued.

08:58 Supervisor Thomas requested the record reflect his objection to Org. Unit 1151's position as listed on the report. The objection was so noted by the Chair.

The Committee took no action regarding this informational report.

7. 09-23(a) From the 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.

8. 09-24(a) From the 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)**

The Committee took no action regarding this informational report.

9. 09-257 From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Recommendation: Refer to the Department of**

SCHEDULED ITEMS:

Audit.)

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

00:39 Dr. Jackson stated the premise behind this revision is the ordinance that governs overtime compensation exceeds the requirements of the Federal Labor Standards Act. Money was awarded in the budget to study this issue. In order to implement whatever is deemed necessary, an ordinance change would be needed to regulate overtime according to the Federal Labor Standards Act.

MOTION BY:(De Bruin) Refer to the Department of Audit. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) - 7

NOES: 0

10. 09-298 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement between Milwaukee County and the Federation of Nurses and Health Professionals, Local 5001. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

01:30 Mr. Gracz reviewed the highlights of the agreement touching base on wage increases, creation of a new pay range as well as reallocation of other pay ranges, and health insurance.

03:07 Ms. Candice Owley, Wisconsin Federation of Nurses and Health Professionals, appeared and spoke regarding this item.

MOTION BY:(De Bruin) Approve. 6-1

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

NOES: Borkowski - 1

11. 09-184(a) An adopted Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the June 2009 meeting cycle summarizing time off utilized under the Family and Medical Leave Act (FMLA), and further directing the creation of a uniform Countywide FMLA policy and training plan by July 31, 2009. **(06/12/09: Report due from Director of Human Resources.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Mary Ann Grimes, Deputy, Corporation Counsel

01:00 Dr. Jackson indicated that this represents part two of the resolution's directive, which includes policy, a manual, and training plan. This information has been forwarded to the Unions. To date, there has been no response.

2:23 Ms. Parker provided the Committee with an overview of the manual, newly updated forms (which now conform to the changes in law), and upcoming training with departments for frontline supervisors.

04:51 Supervisor De Bruin requested follow-up information as to whether there has been any review by the Administration as to the projected fiscal impact of conforming more to Federal laws.

Questions and comments ensued.

07:24 Ms. Grimes provided the Committee with an overview of FMLA policy and stated the policy submitted is fine except for the domestic partnership language that has to be added.

MOTION BY:(Dimitrijevic) Receive and Place on File the report from the Director of Human Resources, dated July 1, 2009. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

12. 08-231(a) An adopted Resolution by Supervisors Weishan, Coggs, Thomas, Johnson, Dimitrijevic, and Borkowski authorizing and directing the Director of the Department of Administrative Services to provide an annual countywide report of funded but vacant positions. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

00:30 Mr. Ruggini explained the process the Department uses to extract this information from the budget and Ceridian HR systems. Once the information is obtained, verification is needed by the departments to ensure that accurate information is submitted to the Board.

SCHEDULED ITEMS:

Departments were also asked to provide rationales for why positions are vacant. Mr. Ruggini reviewed the report and its findings in detail.

Questions and comments ensued.

The Committee took no action regarding this informational report.

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

13. 09-286 From the Director, Department of Health and Human Services, requesting authorization to abolish one position of RN II (MH) and three positions of Human Services Worker (BHD) and create one position of RN II MDS & Care Plan Coordinator and two positions of Psychiatric Social Worker. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Alex Kotze, Fiscal Management Analyst, BHD, DHHS

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

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):

14. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #14. 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. 6-1

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

NOES: De Bruin - 1

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 11:43 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Bill Domina, Corporation Counsel
Dr. Karen Jackson, Director, Human Resources, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Jack Takerian, Interim Director, Department of Transportation & Public Works
Mary Ann Grimes, Deputy, Corporation Counsel
Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Greg Gracz, Director, Labor Relations
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Alex Kotze, Fiscal Management Analyst, BHD, DHHS
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 9:35 a.m. to 12:36 p.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Wednesday, September 2, 2009 – 10:30 a.m.
Milwaukee County Courthouse, Room 203-R

MINUTES

PRESENT: Supervisors Borkowski, Weishan, Dimitrijevic, *Thomas, and Cesarz (Chair)

EXCUSED: Supervisors Larson and De Bruin

*Supervisor Thomas was not present at the time of roll call but appeared shortly thereafter.

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Questions and comments ensued.

MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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: Borkowski, Weishan, Thomas, Dimitrijevic, and Cesarz (Chair) - 5

NOES: 0

The Committee convened into closed session at approximately 10:42 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 10:38 a.m. to 12:15 p.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, September 11, 2009 -- 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

*Supervisor Weishan was not present at the time of roll call but appeared shortly thereafter.

SCHEDULED ITEMS:

1. 09-292 A Resolution by Supervisor Holloway transferring the Division of Labor Relations from the Department of Administrative Services to the Office of Corporation Counsel. **(Laid over 07/10/2009.) (Substitute Resolution attached.)**

APPEARANCES:

Terrence Cooley, Chief of Staff, County Board
Dr. Karen Jackson, Director, Human Resources, DAS
Jerry Heer, Director of Audits
Mary Ann Grimes, Deputy Corporation Counsel

- 00:51 Mr. Cooley stated his appearance is on behalf of Chairman Holloway. He explained that the original resolution contemplated transferring the Division of Labor Relations to the Office of Corporation Counsel. After further thought, Chairman Holloway felt a better approach would be to make the Division of Labor Relations a separate department that would report directly to the County Executive. This is what the substitute resolution/ordinance accomplishes. On the Chairman's behalf, Mr. Cooley concluded by requesting the Committee's support.

Questions and comments ensued.

QUESTION BEFORE THE COMMITTEE: (Cesarz) Shall the Substitute Resolution replace the Original Resolution. 2-4

AYES: Weishan, and Cesarz (Chair) – 2

NOES: Larson, Borkowski, De Bruin, and Thomas - 4

The Substitute Resolution failed to receive the votes necessary for consideration. The Original Resolution remained before the

SCHEDULED ITEMS:

Committee.

MOTION BY:(De Bruin) Refer the Original Resolution, transferring Labor Relations from the Department of Administrative Services (DAS) to Corporation Counsel, to County Board staff, Corporation Counsel, the Department on Audit, and DAS for a review of the impact the transfer would have related to whether it legally changes the authority of the County Board or the County Executive, what the streamlining impact would be, and a fiscal review with a report back to Committee for the October meeting cycle. 6-0

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

NOES: 0

2. 09-296 A Resolution by Supervisor Coggs seeking modifications in Milwaukee County and the State of Wisconsin job application procedures to increase the number of job opportunities available for persons with prior convictions. **(Laid over 07/10/2009.)**

APPEARANCE:

Supervisor Elizabeth Coggs, 10th District

00:35 Supervisor Coggs stated this concept originated from research she had done in reviewing model legislation and policy adopted by the State of Minnesota. It is called “ban the box” legislation. She requested that this item be referred to Human Resources and County Board staff to further research this policy and provide a report back to Committee with recommendations for applicability to Milwaukee County.

MOTION BY:(Larson) Refer to Human Resources and County Board staff for analysis and recommendation. 5-0

AYES: Larson, Borkowski, De Bruin, Thomas and Cesarz (Chair) – 5

NOES: 0

3. 09-22(a) From the 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:

Laurie Panella, IT Director-Governance, IMSD-DAS

SCHEDULED ITEMS:

Questions and comments ensued.

The Committee took no action regarding this item.

4. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Tim Russell, Deputy Chief of Staff, County Executive's Office

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 09-366 From the Director of Employee Benefits requesting authorization to execute a one-year contract renewal for Employee Assistance Program (EAP) Services and Mental Health/Substance Abuse Coverage. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:18 Mr. Arena stated the EAP provides employee services in an array of areas to Milwaukee County employees including mental health and substance abuse services. MHN Services has been a long-term vendor for the County. A 44% rate decrease was successfully negotiated, which was greatly needed considering the County's current budget situation. Another review of services will probably take place next year to try and realize even greater efficiencies long term. Mr. Arena indicated that at this point, it is a good renewal, and it makes sense to proceed with the contract for next year under the terms listed.

MOTION BY:(Borkowski) Approve.

02:08 Supervisor Thomas posed questions regarding Disadvantaged Business

SCHEDULED ITEMS:

Enterprise (DBE) compliance.

7:02 Supervisor Thomas requested that this item be rescheduled to the Call of Chair to allow for DBE compliance. Thereafter, Supervisor Borkowski withdrew his motion to approve. With there being no objections, Supervisor Thomas' request was so ordered by the Chair.

7. 09-367 From the Director of Employee Benefits requesting authorization to execute a three-year contract renewal for Care Plus DMO Plan. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:16 Mr. Arena stated one of the two existing dental agreements being offered to the County, and will soon be in place, is the Care Plus DMO. This Plan is noted in the labor agreement with AFSCME by name to be offered. The contract proposes a three-year renewal with a 5% rate increase for the year 2010, which is considered to be a reasonable rate increase. Although rate increases for the 2011 and 2012 years have not been negotiated, Care Plus has agreed to limits of 8% for any further increases. Mr. Arena went on to state that given the current healthcare environment and inflationary pressure in this sector of the economy, the 5% rate increase and subsequent 8% limits (subsequent year rates are estimated to come in lower than 8%) are reasonable. Originally, there was no Disadvantaged Business Enterprise (DBE) language inherited with the contract. However, it has been included into this agreement. Care Plus has pledged to meet DBE goals, and they are currently working with Community Business Development Partners to comply with that portion of the agreement.

Questions and comments ensued.

MOTION BY:(De Bruin) Approve. 6-0

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

NOES: 0

8. 05-390(a) From the Director of Employee Benefits submitting an informational report regarding the Milwaukee County Conventional Dental Plan. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:18 Mr. Arena stated the current contract for the traditional conventional dental plan is currently administered by the Humana Organization and provides for renewals. The contract renewal proposes a flat rate increase. Humana has done a good job of administering the dental plan according to plan provisions. Considering performance requirements have been satisfactorily met, it is Mr. Arena's intent to proceed with this contract renewal. He went on to state that the original agreement did not contain Disadvantaged Business Enterprise (DBE) language. However, the DBE language will be added to the agreement. Humana is currently working with the Community Business Development Partners. A DBE vendor, who is a registered DBE with the County, has been identified and a subcontract form has been submitted to Community Business Development Partners to meet the goal.

The Committee took no action regarding this informational report.

9. 09-P-07 From the Director of Employee Benefits submitting an informational report regarding the legislative changes impacting Employee Benefits. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

00:14 Mr. Arena stated the State Legislature passed a new law, Wisconsin Act 28, that will take effect on January 1, 2010. This law will directly impact Milwaukee County's benefits plan. The areas of the plan that will see the greatest fiscal impact include domestic partnerships and changes to dependent eligibility ages. Currently, dependents up to age 19 and students up to age 25 are covered under Milwaukee County's benefits plan. The new law will raise the eligibility age for non-students to age 27 and prohibits age limitations on unmarried dependents who are full-time students.

Questions and comments ensued.

05:48 Supervisor De Bruin requested follow-up information from Mr. Arena's office projecting the costs of covering domestic partners. She also requested that this report be referred to Intergovernmental Relations

SCHEDULED ITEMS:

(IGR) staff to assess whether or not there is viability in either an appeals process or a willingness by the State Legislature to exempt Milwaukee County, particularly of the dependent eligibility age change. She also requested that IGR staff assess what room there might be to maneuver these new mandates to at least allow for flexibility to prioritize.

In addition, Supervisor De Bruin requested that Mr. Arena's office provide her with information showing the limitations on in-patient mental health coverage provided by the County by disease categories where there are absolute limitations. This will help decipher between which mental health illnesses have limited treatment and which illnesses are not affected by treatment limits. She also requested information about these limitations as far as whether they are required, considered "best practice" in the insurance company, or arbitrary.

The Committee took no action regarding this informational report.

10. 09-P-08 From the Director of Employee Benefits submitting an informational report regarding the withdrawal of First Commonwealth Dental Plan from the Milwaukee marketplace. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

David Arena, Director, Employee Benefits

Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits

- 00:22 Mr. Arena stated this is one of three dental plans currently offered by Milwaukee County. First Commonwealth has notified the County that as of the first of the year, they will no longer be offering their services in this market. The Benefits Division will notify affected employees of this withdrawal through open enrollment materials and include information regarding the remaining options for dental insurance, which still exists. The options are the traditional plan, which is the fee-for-service indemnity dental offering through Humana and Care Plus, which is a dental HMO and is very similar to the benefits and type of program offered through First Commonwealth.

The Committee took no action regarding this informational report.

11. 09-371 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Association of Milwaukee County Attorneys. **(Also to the Committee on Finance and Audit.)**

SCHEDULED ITEMS:

APPEARANCES:

Greg Gracz, Director, Labor Relations
Michael Bickerstaff, Analyst, Labor Relations

MOTION BY:(De Bruin) Approve. 4-2

AYES: Larson, De Bruin, Weishan, and Thomas– 4

NOES: Borkowski and Cesarz (Chair) - 2

Item #s 12, 13, and 14 were considered together.

12. 09-372 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Building and Construction and Trades Council. **(Also to the Committee on Finance and Audit.)**

SEE ITEM #14 FOR COMMITTEE ACTION

13. 09-373 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the International Association of Machinists and Aerospace Workers. **(Also to the Committee on Finance and Audit.)**

SEE ITEM #14 FOR COMMITTEE ACTION

14. 09-374 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Technicians, Engineers, and Architects of Milwaukee County. **(Also to the Committee on Finance and Audit.)**

MOTION BY:(Borkowski) Layover Item #s 12, 13, and 14. 6-0

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

NOES: 0

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):

SCHEDULED ITEMS:

15. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #15. 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. 6-0

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

NOES: 0

The Committee convened into closed session at approximately 9:30 a.m. and reconvened in open session at approximately 11:56 a.m. The roll call was taken and all Committee Members, with the exception of Supervisor Mayo (excused), were present.

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Dr. Karen Jackson, Director, Human Resources, DAS
Jerry Audit, Director of Audits
Mary Ann Grimes, Deputy Corporation Counsel
Supervisor Elizabeth Coggs, 10th District
Laurie Panella, IT Director-Governance, IMSD-DAS
David Arena, Director, Employee Benefits
Matthew Hanchek, Fiscal Benefits Manager, Employee Benefits
Greg Gracz, Director, Labor Relations
Michael Bickerstaff, Analyst, Labor Relations
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

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: 9:03 a.m. to 1:38 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Tuesday, September 15, 2009 -- 8:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

*Supervisor Larson was not present at the time of roll call but appeared shortly thereafter.

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(De Bruin) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 6-0

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

NOES: 0

The Committee convened into closed session at approximately 8:13 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Michael Bickerstaff, Analyst, Labor Relations
Scott Manske, Controller, Department of Administrative Services
Bill Domina, Corporation Counsel
Tim Russell, Deputy Chief of Staff, County Executive's Office
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 8:11 a.m. to 9:03 a.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Elizabeth M. Coggs
Chairperson: Supervisor Paul Cesarz
Clerk: Delores "Dee" Hervey, 278-4230
Clerk: Jodi Mapp, 278-4073
Research Analyst: Steve Cady, 278-4347
Research Analyst: Rick Ceschin, 278-5003

**SPECIAL JOINT MEETING
COMMITTEES ON FINANCE AND AUDIT AND PERSONNEL
Wednesday, September 23, 2009 – 11:00 a.m.
Milwaukee County Courthouse - Room 200 (County Board Room)**

PRESENT FOR COMMITTEE ON FINANCE AND AUDIT:

Supervisors Thomas, Mayo, Schmitt, Johnson, *West, Jursik and Coggs (Chair)-7

*Supervisor West arrived shortly after roll call.

PRESENT FOR COMMITTEE ON PERSONNEL:

Supervisors Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)-7

MINUTES

SCHEDULED ITEMS:

LABOR RELATIONS DIVISION – 5

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):

1. 09-371 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Association of Milwaukee County Attorneys. **(Referred to the Committees on Finance and Audit and Personnel.) (09/11/2009: The Committee on Personnel approved this contract by a vote of 4-2: NOES- Borkowski and Cesarz.) (09/17/09: Laid over by the Committee on Finance and Audit.)**

FINANCE ACTION BY: (Thomas) To go into closed session. Vote 6-0

AYES: Thomas, Mayo, Schmitt, Johnson, Jursik and Coggs (Chair)-6

NOES: None

EXCUSED: West-1

PERSONNEL VOTE 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)-7

SCHEDULED ITEMS (CONTINUED):

NOES: None

FINANCE ACTION BY: (Mayo) Moved to go into open session. Vote 7-0

AYES: Thomas, Mayo, Schmitt, Johnson, West, Jursik and Coggs (Chair)-7

NOES: None

PERSONNEL ACTION BY: (Dimitrijevic) Moved to go into open session. Vote 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)-7

NOES: None

Second Roll call was taken and the following Committee members were present for Finance and Audit: Supervisors Thomas, Mayo, Schmitt, Johnson, West, Jursik and Coggs (Chair)-7

Second Roll call was taken and the following Committee members were present for Personnel: Supervisors Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)-7

The Committee on Finance and Audit took the following action on Item No. 1

ACTION BY: (Johnson) Moved approval. Vote 7-0

AYES: Thomas, Mayo, Schmitt, Johnson, West, Jursik and Coggs (Chair)-7

NOES: None

2. 09-372 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Building and Construction and Trades Council. **(Referred to the Committees on Finance and Audit and Personnel.) (Laid over by both Committees 09/11/2009 and 09/17/2009 respectively.)**

SEE ITEM NO. 3 FOR ACTION TAKEN BY BOTH FINANCE AND AUDIT AND PERSONNEL

3. 09-373 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the International Association of Machinists and Aerospace Workers. **(Referred to the Committees on Finance and Audit and Personnel.) (Laid over by both Committees 09/11/2009 and 09/17/2009 respectively.)**

The Committee on Finance and Audit took the following action on Items 2 & 3

ACTION BY: (Mayo) Moved lay over to the Call of the Chair for Items 2&3.

Vote 7-0

SCHEDULED ITEMS (CONTINUED):

AYES: Thomas, Mayo, Schmitt, Johnson, West, Jursik and Coggs (Chair)-7
NOES: None

The Committee on Personnel took the following action on Items 2&3

ACTION BY: (De Bruin) Moved lay over to the Call of the Chair for Items 2&3.

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic, Thomas and Cesarz (Chair)-7

NOES: None

4. 09-374 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Technicians, Engineers, and Architects of Milwaukee County. **(Referred to the Committees on Finance and Audit and Personnel) (Laid over by both Committees 09/11/2009 and 09/17/2009 respectively.)**

The Committee on Finance and Audit took the following action on Item No. 4.

ACTION BY: (Schmitt) Moved approval. Vote 6-1

AYES: Thomas, Mayo, Schmitt, Johnson, West and Coggs (Chair)-6

NOES: Jursik-1

The Committee on Personnel took the following action on Item No. 4

ACTION BY: (De Bruin) Moved approval. Vote 5-2

AYES: Larson, De Bruin, Weishan, Dimitrijevic and Thomas-5

NOES: Borkowski and Cesarz-2

5. 09-385 From the Director, Labor Relations, requesting authorization to ratify the 2009-2010 Memorandum of Agreement (MOA) between Milwaukee County and Milwaukee District Council 48, AFSCME, AFL-CIO and its appropriate Locals. **(Referred to the Committees on Finance and Audit and Personnel.)**

The Committee on Finance and Audit took the following action on Item No. 5

ACTION BY: (Johnson) Moved approval. Vote 5-2

AYES: Thomas, Mayo, Johnson, West and Coggs (Chair)-5

NOES: Schmitt and Jursik-2

The Committee on Personnel took the following action on Item No. 5

ACTION BY: (Dimitrijevic) Moved approval. Vote 5-2

SCHEDULED ITEMS (CONTINUED):

AYES: Larson, De Bruin, Weishan, Dimitrijevic and Thomas-5
NOES: Borkowski and Cesarz-2

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 matter(s).

**_*_*_*_*_*_*_*_*_*_*_*_*_

Staff Present:

Gregory Gracz, Director, Labor Relations
Steve Cady, County Board Fiscal and Budget Analyst
Rick Ceschin, County Board Research Analyst
Jodi Mapp, Committee Clerk for Personnel
Dee Hervey, Committee Clerk for Finance/Audit
William Domina, Corporation Counsel
Jerome Heer, Director of Audits

This meeting was recorded on a tape. Committee files contain copies of communications, reports and resolutions, 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, are available in the County Board Committee Services Division.

Length of meeting: 11 a.m. to 12:15 p.m.

Delores "Dee" Hervey
Chief Committee Clerk

NOTE: Copy of the closed session sign in sheet is attached to the original of the minutes.

SCHEDULED ITEMS (CONTINUED):

**DEADLINE FOR THE COMMITTEE ON FINANCE AND AUDIT:
The next regular meeting of the Committee on Finance and Audit is
Thursday, October 29, 2009 @ 9:00 a.m.**

All items for the agenda must be in the Committee Clerk's possession by the end of the business day on **Tuesday, October 13, 2009.**

***If for some reason your report(s) will be late, you need to contact Supervisor Elizabeth Coggs,
Chairperson of Finance and Audit @278-4265 or 278-5173***

**DEADLINE FOR THE PERSONNEL COMMITTEE:
The next regular meeting of the Personnel Committee is
Friday, October 23, 2009 @ 9:00 a.m.**

All items for the agenda must be in the Committee Clerk's possession by the morning of the business day on **Friday, October 9, 2009.**

ADA accommodation requests should be filed with the Milwaukee County Office for Persons with Disabilities, 278-3932 (voice) or 278-3937 (TTD), upon receipt of this notice.

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, October 23, 2009 – 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. 09-292 A Resolution by Supervisor Holloway transferring the Division of Labor Relations from the Department of Administrative Services to the Office of Corporation Counsel. **(09/18/2009: Referred to County Board Staff, Corporation Counsel, Audit and DAS for a report back.)**

APPEARANCE:

Bill Domina, Corporation Counsel

- 01:10 Mr. Domina stated there is a conflict between the assigned statutory duties of the Office of Corporation Counsel, in terms of the provision of specific legal advice, and the function of the Division of Labor Relations, with respect to some of the day-to-day administration of policy. Historically, Labor Relations was closely connected to the Office of Corporation Counsel. It is very natural to conclude from that close relationship that placement in the Office of Corporation Counsel would be consistent with law. The difficulty with this is while the negotiation of contracts is clearly within the purview of Corporation Counsel, other policy duties carried out by Labor Relations (the handling of grievance arbitration reviews) is then defended by Corporation Counsel should there be an appeal or hearing before an arbitrator. This presents a conflict that is identified as part of the analysis. In addition, the statutes require that individuals that serve in the Office of Corporation Counsel (deputies and assistants), other than the Corporation Counsel position itself, be in the classified service. The Director of Labor Relations is not a classified service position. The Department of Audit and County Board staff's recommendation continues to be that Labor Relations be considered either for a separate department, as it was prior to its merger with the Department of Administrative Services (DAS), or that it remain currently under the status quo within DAS for the purposes of dealing with the administrative tie between financial and labor relations.

SCHEDULED ITEMS:

MOTION BY:(De Bruin) Reject. 5-1

AYES: Larson, Borkowski, De Bruin, Weishan, and
Cesarz (Chair) – 5

NOES: Thomas - 1

2. 09-296 A Resolution by Supervisor Coggs seeking modifications in Milwaukee County and the State of Wisconsin job application procedures to increase the number of job opportunities available for persons with prior convictions. **(09/18/2009: Referred to DHR and County Board Staff for a report back.)**

00:44 ***MOTION BY:(Weishan) Lay over to the Call of the Chair. 6-0***

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

NOES: 0

3. 09-415 A Resolution by Supervisors Larson and Dimitrijevic authorizing and directing the Director, Department of Administrative Services – Division of Employee Benefits, working with the Office of Corporation Counsel, Department of Audit, and County Board staff, to draft revisions to the Milwaukee County Employee Health Plan to extend health benefit coverage to domestic partners of eligible Milwaukee County employees.

00:33 Supervisor Larson explained the resolution by stating it is a result of the State recognizing domestic partnerships in Wisconsin by offering benefits and the impact it would have on Milwaukee County. This resolution is an attempt to seek more information on what needs to be done in order for Milwaukee County to offer benefits to domestic partners. Supervisor Larson stated that Supervisors Broderick and Weishan indicated they wanted to be added as co-sponsors of the resolution. He went on to state that there is no fiscal impact directly associated with this resolution, which only provides that a study be conducted. It requires that County Board staff along with the Benefits Division research this issue and submit recommendations as to what it would take to implement this benefit and what projected costs would be.

The following people appeared and spoke regarding this item:
Ms. Suzelle Lynch, Unitarian Universalist Church West
Mr. Ray Vahey, Equality Wisconsin
Ms. Lizzi Dahlk registered but did not provide comments.

SCHEDULED ITEMS:

MOTION BY:(De Bruin) Lay over and refer to the Committee on Finance and Audit for consideration in the 2010 Budget deliberations. 3-3

AYES: Borkowski, De Bruin, and Cesarz (Chair) – 3

NOES: Larson, Weishan, and Thomas – 3

By virtue of a tie vote, the motion by Supervisor De Bruin failed.

MOTION BY:(Larson) Approve. 4-2

AYES: Larson, De Bruin, Weishan, Thomas– 4

NOES: Borkowski and Cesarz (Chair) - 2

4. 09-22(a) From the 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.)**

The Committee took no action regarding this item.

5. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

Questions and comments ensued.

The Committee took no action regarding this informational report.

6. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

The Committee took no action regarding this informational report.

7. 09-25(a) From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP) positions in the Division of Human Resources. **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

SCHEDULED ITEMS:

Item #s 8 and 9 were considered together

8. 09-408 From the Director of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Health and Human Services Director for not more than 90 days.

SEE ITEM #9 FOR COMMITTEE ACTION

9. 09-409 From the Director of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Child Support Director for not more than 90 days.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Thomas Nardelli, Chief of Staff, County Executive's Office

Questions and comments ensued at length.

02:06 **MOTION BY:(Weishan) AMEND the resolutions for Item #s 8 & 9 by adding the words “, not to exceed an additional 90 days,” after the word “status” on Line 38 of Item #8 (09-408) and Line 39 of Item #9 (09-409) of the BE IT RESOLVED CLAUSES. 5-1**

AYES: Larson, Borkowski, De Bruin, Weishan, and Cesarz (Chair) – 5

NOES: Thomas - 1

10. 09-280(a)(a) From the Director of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Transportation and Public Works Director until such time as the appointment of a qualified candidate for the position is made.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Thomas Nardelli, Chief of Staff, County Executive's Office
Bill Domina, Corporation Counsel
Jerry Heer, Director, Department of Audit

00:23 **MOTION BY:(Borkowski) AMEND the resolution by adding the words “, not to exceed an additional six months,” after the word “status” on Line 34 of the BE IT RESOLVED**

SCHEDULED ITEMS:

CLAUSE. 3-3

AYES: *Borkowski, De Bruin, and Cesarz (Chair) – 3*

NOES: *Larson, Weishan, and Thomas - 3*

By virtue of a tie vote, the motion by Supervisor Borkowski failed.

01:21 **MOTION BY:(Weishan) AMEND the resolution by adding the words “, not to exceed an additional ninety days,” after the word “status” on Line 34 of the BE IT RESOLVED CLAUSE. 3-3**

AYES: *Larson, Weishan, and Thomas – 3*

NOES: *Borkowski, De Bruin, and Cesarz (Chair) – 3*

By virtue of a tie vote, the motion by Supervisor Weishan failed.

17:26 Mr. Kurt Zunker appeared and spoke regarding this item.

23:17 **MOTION BY:(De Bruin) Approve. 3-3**

AYES: *Borkowski, De Bruin, and Cesarz (Chair) – 3*

NOES: *Larson, Weishan, and Thomas – 3*

By virtue of a tie vote, this item will go to the Board with no recommendation from the Committee on Personnel.

Discussion ensued at length regarding the Professional Engineer (PE) requirement attached to the Director of Transportation and Public Works position.

43:35 **MOTION BY:(De Bruin) Modify the requirements for the position of Director, Department of Transportation and Public Works, by making a Professional Engineer (PE) degree a preferred, rather than mandatory, requirement for appointment. 4-2**

AYES: *Larson, De Bruin, Thomas and Cesarz (Chair) – 4*

NOES: *Borkowski and Weishan – 2*

11. 09-257 From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(07/10/09: Report due from the Department of Audit.)**

APPEARANCES:

Jerry Heer, Director, Department of Audit

Cynthia Archer, Director, Department of Administrative Services

SCHEDULED ITEMS:

00:33 Mr. Heer stated the Administration has proposed changes to the ordinance governing overtime for non-represented employees with regards to the Fair Labor Standards Act (FLSA). It will affect the administrative and professional ranks. Executive Compensation Positions (ECP) are not eligible for overtime. Mr. Heer went on to state that fundamentally, the recommendations contained within Dr. Jackson's report are good in terms of how to curtail and limit overtime expenses for administrative and professional staff. It is important, however, to make a distinction between paid overtime versus overtime used as time off. Mr. Heer stated from his review, that is the most significant conclusion. It is prudent to limit overtime to forty hours a week instead of eight hours a day. It is prudent to go to straight time instead of time and a half. An absolute ban on all overtime for the employees affected has a lack of fundamental fairness in terms of how these individuals are compensated.

Mr. Heer indicated that he drafted a substitute resolution, which has been provided. In addition, there has been a consultant retained to look at what positions should be affected and to provide solutions for outstanding issues regarding the difference between an executive director and an ECP. This will give insight as to who should be in non-represented classifications. It is important that this information come back before the Committee. Mr. Heer recommends that the Committee supports Audit's recommendation and compensate overtime as straight time and time off and not as paid time.

Questions and comments ensued.

MOTION BY: (Weishan) Substitute the Department of Audit's resolution for the original resolution submitted by the Department of Administrative Services. 5-1

AYES: Larson, Borkowski, De Bruin, Weishan, and Thomas – 5

NOES: Cesarz (Chair) - 1

MOTION BY:(Weishan) Approve. 3-3

AYES: Larson, Weishan, and Thomas – 3

NOES: Borkowski, De Bruin, and Cesarz (Chair)– 3

By virtue of a tie vote, this item will go to the Board with no recommendation from the Committee on Personnel.

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):

MOTION BY:*(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #s 12 and 13. 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. 6-0*

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

NOES: 0

The Committee convened into closed session at approximately 11:30 a.m. and reconvened in open session at approximately 12:50 p.m. The roll call was taken and all Committee Members, with the exception of Supervisors De Bruin and Dimitrijevic (excused), were present.

12. 09-372 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement (MOA) between Milwaukee County and the Milwaukee Building and Construction Trades Council. **(Also to the Committee on Finance and Audit.) (09/23/09: Laid over at the Joint Meeting of the Committees on Finance and Audit and Personnel.)**

APPEARANCES:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Mark Vetter, Davis and Kuelthau, SC

- 00:40 Mr. Gracz explained that this is a three-year agreement calling for the existing 96% of prevailing wage. Many outside trades groups have had freezes and, in some cases, decreases in pay. The agreement also has concessions for health insurance similar to those of the nurses. The agreement has been discussed with the County Executive, and it is recommended that the Committee approve this tentative agreement as it was ratified by the general meeting of the Trades Council membership on October 14, 2009.

SCHEDULED ITEMS:

MOTION BY:(Larson) Approve. 4-1

AYES: Larson, Weishan, Thomas and Cesarz (Chair) – 4

NOES: Borkowski– 1

13. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

The Committee took no action regarding this item.

STAFF PRESENT:

Bill Domina, Corporation Counsel

Dr. Karen Jackson, Director, Human Resources, DAS

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

Jerry Heer, Director, Department of Audit

Cynthia Archer, Director, Department of Administrative Services

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Steve Cady, Fiscal and Budget Analyst, County Board

This meeting was recorded. 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: 9:16 a.m. to 1:00 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING COMMITTEE ON PERSONNEL

Monday, November 23, 2009 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

*Supervisor Weishan was not present at the time of roll call but appeared shortly thereafter.

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):

1. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES:

Greg Gracz, Director, Labor Relations

Fred Bau, Specialist, Labor Relations

Bill Domina, Corporation Counsel

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 6-0

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

NOES: 0

The Committee convened into closed session at approximately 9:12 a.m. and reconvened in open session at approximately 9:35 a.m. The roll call was taken and all Committee Members, with the exception of Supervisors Larson and Weishan, were present.

SCHEDULED ITEMS:

MOTION BY:(Dimitrijevic) Recess to the Call of the Chair. 5-0

AYES: Borkowski, De Bruin, Dimitrijevic, Thomas,
and Cesarz (Chair) - 5

NOES: 0

EXCUSED: Larson and Weishan – 2

The Committee broke for recess at approximately 9:36 a.m. and reconvened in open session at approximately 1:10 p.m. The roll call was taken and all Committee Members were present.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #1. 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. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic,
Thomas, and Cesarz (Chair) - 7

NOES: 0

The Committee convened into closed session at approximately 1:11 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Greg Gracz, Director, Labor Relations
Fred Bau, Specialist, Labor Relations
Bill Domina, Corporation Counsel
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 9:12 a.m. to 1:16 p.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Monday, December 14, 2009 -- 9:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair)

SCHEDULED ITEMS:

1. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

- 00:17 Dr. Jackson explained that this item is for the Committee's information only and stated that when a department hires an individual, the hiring authority has the discretion to place that individual anywhere within that pay range. She continued reviewing the report by discussing the format, so Supervisors new to the Committee understands what to expect in regards to this monthly informational report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

2. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

- 00:15 Dr. Jackson again explained that this item is for the Committee's information only and reviewed each individual report contained within this item.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

3. 10-41(a) From the Director of Human Resources relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources (HR), DAS
Patricia Perry-Wright, Manager, Employment and Staffing, HR, DAS
James Tate, Analyst, HR
Cynthia Archer, Director, Department of Administrative Services (DAS)
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS

00:20 Dr. Jackson distributed several charts to the Committee showing a breakdown of the layoff letters dispersed to employees by division, race, and gender. She indicated that at this time, they have sent out 86 notices. She discussed each division's particular situation and the reasoning behind the report in detail, including bumping rights.

11:16 Ms. Perry-Wright stated DHR has worked really hard to try and place as many people as possible, but lower skill levels make it very difficult to place certain individuals who do not possess clerical skills or have not obtained a higher education. Professional level people are sometimes easier to place because they can be placed in a position that is comparable or non-comparable. As you get to the lower skill levels, it becomes more difficult to do placement. At this point, none of the facilities workers have been placed. They will, of course, be considered for positions that may open in the future.

Questions and comments ensued.

29:06 Mr. Bill Mollenhauer, District Council 48, appeared and spoke regarding this item.

The Committee took no action regarding this informational report.

4. 09-257(a)(a) From the Director of Audits and County Board Fiscal and Budget Analyst recommending adoption of a technical amendment to Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to clearly define "overtime" for non-represented employees exempt from the Fair Labor Standards Act. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Steve Cady, Fiscal and Budget Analyst, County Board

SCHEDULED ITEMS:

00:32 Mr. Cady indicated that the item before the Committee is a follow-up amendment to an Ordinance revision that the County Board approved at their meeting of November 5, 2009, which reduced overtime benefits for non-represented employees exempt from the Fair Labor Standards Act. Subsequent to that passage, there was an area that was discovered that seemed to lack clarity regarding the actual definition of overtime. This technical amendment provides clarity to that Ordinance revision to ensure that the definition of overtime and who it would apply to was clearly stated.

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

5. 09-415(a) An adopted Resolution by Supervisors Larson and Dimitrijevic authorizing and directing the Director, Department of Administrative Services – Division of Employee Benefits, working with the Office of Corporation Counsel, Department of Audit, and County Board staff, to draft revisions to the Milwaukee County Employee Health Plan to extend health benefit coverage to domestic partners of eligible Milwaukee County employees. **(11/18/09 County Board Veto Meeting: Referred back to Committee.)**

APPEARANCES:

Bill Domina, Corporation Counsel
County Supervisor Marina Dimitrijevic, District 4
County Supervisor John Weishan, Jr., District 16

00:41 Mr. Domina stated this item is a referral back to Committee of a veto item. He explained that the Committee is able to consider the item for the sole purpose of providing a recommendation to the Board as to whether or not to sustain or override the veto. The matter is not before the Committee with substance, which means no amendments are in order relative to the language. It is in tact in its current form because it has already been passed by the Board and submitted for veto by the County Executive. The only issue that is before the Board is whether or not the veto should be sustained or overridden.

Questions and comments ensued.

09:58 Both County Supervisors Dimitrijevic and Weishan appeared to

SCHEDULED ITEMS:

respectfully request that their colleagues support the resolution and override the County Executive's veto.

MOTION BY:(Sanfelippo) Recommend that the County Executive's VETO be SUSTAINED. 5-2

AYES: Borkowski, De Bruin, Schmitt, Rice and Sanfelippo– 5

NOES: Larson and Jursik (Chair) - 2

**** CLOSED SESSION ****

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing the following matter(s). The Committee may reconvene into open session to take whatever action(s) it may deem necessary on the said matter(s).

6. 09-22(a) From the 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.)**

APPEARANCES:

Bill Domina, Corporation Counsel

Dennis John, Chief Information Officer, IMSD, DAS

Laurie Panella, IT Director, IMSD, DAS

Dr. Karen Jackson, Director, Human Resources

Cynthia Archer, Director, Department of Administrative Services (DAS)

The following people appeared and provided comments regarding this item:

01:03 Mr. Steven Dankert
Mr. Bill Mollenhauer, District Council 48

12:25 Mr. John stated the reason for the reclassification is the fact that the three individuals whose titles are listed in the report are working outside of their classifications. Their roles have changed over the years, and their duties no longer fit the job classification of an Applications Specialist. Yet, they perform other duties that fit other classifications.

Questions and comments ensued.

MOTION BY:(De Bruin) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item

SCHEDULED ITEMS:

#s 6 and 8. 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. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:24 a.m. and reconvened in open session at approximately 12:11 p.m. The roll call was taken and all Committee Members were present.

00:48 Dr. Jackson explained HR's role in the evaluation and process of handling reclassification requests submitted to their office.

The Committee took no action regarding this item.

7. 09-471 From the Director, Department of Administrative Services, requesting authorization to amend various sections of the Milwaukee County Code of General Ordinances as it pertains to wage, health, and pension benefits for non-represented employees. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.)**

APPEARANCES:

Scott Manske, Controller, Administration and Fiscal Affairs, DAS
Jerry Heer, Director, Department of Audit
Mark Grady, Principal Assistant, Corporation Counsel

00:36 Mr. Manske stated that this resolution makes changes to the Ordinances for Chapter 17 and Chapter 201. There are also two fiscal notes associated with the resolution, one for each Chapter referenced. Mr. Manske summarized the various changes which include 1) an increase in the normal retirement age for new members of the Employee Retirement System (ERS) from age 60 to age 64, 2) a reduction in the annual pension service credit multiplier for members of the ERS for all future years from 2.0% to 1.6%, 3) the elimination of incremental wage and salary advancements for calendar year 2010, and 4) increases in employee premium contributions and certain co-pay and deductible amounts under the Milwaukee County Group Health Benefit Plan.

Questions and comments ensued.

SCHEDULED ITEMS:

MOTION BY:(De Bruin) Approve. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 7

NOES: 0

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):

8. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(De Bruin) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #s 6 and 8. 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. 7-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:24 a.m. and reconvened in open session at approximately 12:11 p.m. The roll call was taken and all Committee Members were present.

The Committee took no action regarding this item.

SCHEDULED ITEMS:

STAFF PRESENT:

Dr. Karen Jackson, Director, Human Resources, DAS
Patricia Perry-Wright, Manager, Employment and Staffing, HR, DAS
James Tate, Analyst, HR
Cynthia Archer, Director, Department of Administrative Services (DAS)
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS
Steve Cady, Fiscal and Budget Analyst, County Board
Bill Domina, Corporation Counsel
County Supervisor Marina Dimitrijevic, District 4
County Supervisor John Weishan, Jr., District 16
Dennis John, Chief Information Officer, IMSD, DAS
Laurie Panella, IT Director, IMSD, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Jerry Heer, Director, Department of Audit
Mark Grady, Principal Assistant, Corporation Counsel
Greg Gracz, Director, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded. 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: 9:40.m. to 12:32 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel