

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Tuesday, March 9, 2010 – 2:00 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

EXCUSED: Supervisor De Bruin

SCHEDULED ITEMS:

1. 10-61 A Resolution by Supervisor Mayo directing the Director of Human Resources to research and develop a compensation plan for the Milwaukee County Airport Division. **(02/04/10 County Board Meeting: Referred to the Committee on Personnel.)**

This item was temporarily laid over and addressed later in the meeting.

00:39 Madame Chair explained that this resolution was before the full Board in February, at which time she moved referral to the Personnel Committee. An outside firm was hired to review the compensation package at the Airport and provide an opinion to the Transportation and Public Works Committee. That opinion indicated that the compensation package at the Airport is significantly below comparably sized airports. This resolution basically calls for a review of the compensation plan for the Airport be undertaken by the Human Resources Division taking into account the fact that even in this economy, there has been a significant increase in air traffic over the past several years.

Questions and comments ensued.

MOTION BY:(Larson) Approve. 4-2

AYES: Schmitt, Rice, Larson, and Jursik (Chair) – 4

NOES: Borkowski and Sanfelippo - 2

2. 10-62 A Resolution by Supervisors Sanfelippo, Rice, Borkowski, Cesarz, and Schmitt amending Section 201.24 of the Milwaukee County Code of General Ordinances to reduce the annual pension service credit multiplier for elected officials from two percent to one and six tenths percent for future years. **(Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.) (01/29/10: Laid over in Committee.)**

SCHEDULED ITEMS:

APPEARANCES:

Larry Langer, Principal Consulting Actuary, Buck Consultants
Mark Grady, Principal Assistant, Corporation Counsel

00:43 Supervisor Sanfelippo stated the actuary report indicates, on a current basis, the County will realize a \$30,000 a year savings to the annual contribution of the pension fund. Over the long haul for the people affected, the County will save a total of \$308,000 in pension fund expenses. He stated it is important to approve this resolution because responsible leaders lead by example. Supervisors making the same sacrifices being asked of employees sets a good example, promotes a spirit of teamwork, and shows fellow County employees that we are all in this together.

02:47 Mr. Langer stated they came up with the numbers contained within the report by applying "what ifs" methodology on the evaluation scenarios such as changing the multiplier, pushing back retirement age, and things of that nature. As they took their model that they use for purposes of the routine annual evaluation, they pulled out the elected officials and for future service, reduced the multiplier from 2% to 1.6%. Then, they developed the annual contribution decrease.

Questions and comments ensued.

07:13 Supervisor Jursik offered an amendment explaining she supports Supervisor Sanfelippo's approach to applying the same multiplier that employees are asked to take. However, she did suggest that this resolution take it one step further. That is, to add a clause to the resolution that does not change the substance of the resolution but asks that the Pension Study Commission look into removing elected officials from the defined benefit plan, and move them into a 401K type plan, which is a defined contribution plan. The amendment directs the appropriate study done and findings be brought back before this Committee and the Committee on Finance and Audit as soon as possible but no later than July 31, 2010.

Discussion ensued at length.

MOTION BY:(Jursik) AMEND the resolution by inserting the following "WHEREAS" clauses on Line 31 and "BE IT FURTHER RESOLVED" clauses on Line 136: WHEREAS, the Milwaukee County defined benefit plan exists in part as an incentive to attract and retain career-oriented public servants and should not be a primary incentive to public service for an elected official; and

SCHEDULED ITEMS:

WHEREAS, inasmuch as Milwaukee County elected officials, by the nature of their elected status, are more likely to leave County service prior to attaining a normal or deferred retirement benefit, it would be beneficial to future elected officials, the ERS, and the taxpayer if a separate portable and contributory 401K-style pension plan was designed solely for the participation of future Milwaukee County elected officials; and

BE IT FURTHER RESOLVED, that the Employee Benefits Work Group is authorized and directed to review any and all issues related to developing a contributory pension benefit exclusively for future Milwaukee County elected officials, not to exceed the pension benefit available to non-represented employees, that features characteristics similar to those of 401K-style plans including, at a minimum, participant contributions, employer matching contributions, and account portability; and” 5-1

AYES: Jursik, Schmitt, Larson, Sanfelippo, and Borkowski (Chair) - 5

NOES: Rice - 1

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

AYES: Jursik, Schmitt, Rice, Larson, Sanfelippo, and Borkowski (Chair) - 6

NOES: 0

3. 10-15(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)

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:16 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-22(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.)**

SCHEDULED ITEMS:

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources, DAS

00:25 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this item.

5. 10-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS

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

Questions and comments ensued.

00:14 Dr. Jackson provided a brief overview of the report.

The Committee took no action regarding this informational report.

6. 10-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS

Fay Roberts, Assistant Director, Department of Transportation and Public Works

00:16 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

The Committee took no action regarding this informational report.

7. 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)**

SCHEDULED ITEMS:

APPEARANCES

Dr. Karen Jackson, Director, Human Resources, DAS
Cynthia Archer, Director, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Greg Gracz, Director, Labor Relations
Tim Schoewe, Acting, Corporation Counsel

00:05 Dr. Jackson reviewed layoff numbers for the Committee. On February 26, 2010, the Division generated notices to 77 employees. Those layoffs will be effective on March 12, 2010. She reviewed the numbers in detail by department.

Questions and comments ensued.

The Committee took no action regarding this informational report.

8. 09-257(a) 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). **(11/05/10: Per adoption of the resolution/ordinance, quarterly reports are due from the Director of DHR.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES

Dr. Karen Jackson, Director, Human Resources, DAS
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS

00:32 Dr. Jackson stated there were ordinance changes related to overtime. There is also parallel action going on. In the Budget, there was an item funded to study only non-represented positions to determine what their Federal Labor Standards Act (FLSA), which outlines how overtime is taken, status was. There are two statuses, which are exempt from FLSA and non-exempt meaning complying with FLSA. The study was conducted by Fox Lawson & Associates and was concluded on February 23, 2010. She reviewed the list of positions examined, which is attached to the report. More positions were changed from being non-exempt to exempt, which in general is a savings because those positions will not be eligible for overtime. It is determined by a test outlined by federal law.

Questions and comments ensued.

SCHEDULED ITEMS:

9. 10-84 ***The Committee took no action regarding this informational report.***
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, Inspector, Office of the Sheriff

00:38 Inspector Carr stated this request respectfully asks the Committee's permission to grant a leave of absence to Captain Kevin Nyklewicz, who is in the classified service, so that he may take a position of Deputy Inspector in the unclassified service.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

10. 10-119 From the County Clerk, requesting authorization to double fill the position of Deputy County Clerk (title code 8220, Pay Range 913E) for approximately seven weeks, beginning June 14, 2010.

APPEARANCE:

Joseph Czarnezki, County Clerk

00:33 The County Clerk stated that the incumbent Deputy County Clerk is planning to retire in July. The position being vacated is vital to services administered to the public, as well as service to the County Board. The double fill would allow the incumbent to train her successor through at least two County Board meeting cycles, which is important. No additional funding is being requested. The incumbent is currently at the top of the pay range. The cost will be absorbed by hiring an individual at a lower rate. Filling the position at the midpoint would be more than enough to make up for the cost of the double fill.

Comments ensued.

MOTION BY:(Borkowski) Approve. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

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

11. 10-120 From the Interim Director, Department of Health and Human Services, and the Administrator, Behavioral Health Division, requesting authorization to create one position of Administrative Coordinator (BH) and one position of Temporary Assistance for Needy Families (TANF) Best Practice Coordinator in the Department of Health and Human Services-Behavioral Health Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCES:

Alex Kotze, Fiscal Management Analyst, Behavioral Health Division (BHD, Department of Health and Human Services (DHHS)
John Chianelli, Administrator, BHD, DHHS
Steve Kreklow, Fiscal and Budget Administrator, DAS

Questions and comments ensued.

MOTION BY:(Sanfelippo) AMEND the resolution by inserting the following "BE IT FURTHER RESOLVED" clause on Line 64: "BE IT FURTHER RESOLVED, that these two positions will only exist as long as grant funding is available to fully fund them."

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

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

AYES: Schmitt, Rice, Larson, Sanfelippo, Jursik, and Borkowski (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):

12. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

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

SCHEDULED ITEMS:

12. 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 item. 6-0

AYES: Borkowski, Schmitt, Rice, Larson, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 3:51 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Mark Grady, Principal Assistant, Corporation Counsel
Dr. Karen Jackson, Director, Human Resources, DAS
Fay Roberts, Assistant Director, Department of Transportation and Public Works
Cynthia Archer, Director, Department of Administrative Services (DAS)
Steve Kreklow, Fiscal and Budget Administrator, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Greg Gracz, Director, Labor Relations
Tim Schoewe, Acting, Corporation Counsel
Scott Manske, Controller, Administrative and Fiscal Affairs, DAS
Inspector Kevin Carr, Office of the Sheriff
Joseph Czarnecki, County Clerk
Alex Kotze, Fiscal Management Analyst, Behavioral Health Division (BHD, Department of Health and Human Services (DHHS)
John Chianelli, Administrator, BHD, DHHS
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: 2:08 p.m. to 4:30 p.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel