

**Chairperson:** Supervisor Patricia Jursik, 278-4231

**Committee Clerk:** Jodi Mapp, 278-4073

**Research Analyst:** Rick Ceschin, 278-5003

## COMMITTEE ON PERSONNEL

**Friday, May 21, 2010 – 9:00 a.m.**  
**Milwaukee County Courthouse, Room 201-B**

### MINUTES

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

#### **SCHEDULED ITEMS:**

1. 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.)**

#### **APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Dionne Groth, State Department of Children and Families

Cynthia Archer, Director, DAS

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

Jim Martin, Deputy, Office of the District Attorney

00:20 Dr. Jackson provided a brief overview of the report.

Questions and comments ensued.

***The Committee took no action regarding this item.***

2. 10-23(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, Department of Administrative Services (DAS)

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

***The Committee took no action regarding this informational report.***

**SCHEDULED ITEMS:**

3. 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)**

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:18 Dr. Jackson provided a brief overview of the report.

Comments ensued.

***The Committee took no action regarding this informational report.***

4. 10-41(a) From the Director of Human Resources providing a verbal report relative to reduction in force planning with respect to training, retraining, and placement of displaced County employees. **(INFORMATIONAL ONLY)**

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

00:22 Dr. Jackson indicated that there was no new information to report on this item.

***The Committee took no action regarding this informational report.***

5. 09-391(a)(c) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2010 Adopted Budget.

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Terry Blue, Deputy Director, Airport

Raymond Lopez, Fire Chief, Airport

00:18 Dr. Jackson explained that these positions were part of the 2010 Adopted Budget, but unlike the other budget creates, these particular positions needed additional review and analysis.

Dr. Jackson, Mr. Blue, and Mr. Lopez explained the Airport's reasoning behind creating the positions.

SCHEDULED ITEMS:

Questions and comments ensued.

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

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

**NOES:** 0

6. 10-107(a) From the Director, Department of Administrative Services (DAS), requesting endorsement of a corrective action to implement a supplemental furlough program for certain employees. **(Also to the Committee on Finance and Audit.) (Report from DAS, per adoption at the 02/25/10 Special County Board meeting, detailing the participation, total fiscal savings, and any possible actions that result in reductions to this initiative.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

**APPEARANCES:**

Cynthia Archer, Director, Department of Administrative Services (DAS)  
Josh Fudge, Fiscal Management Analyst, DAS  
Greg Gracz, Director, Labor Relations

00:56 Ms. Archer stated the 2010 Adopted Budget included some wage and benefit modifications that were assumed to go into effect January 1, 2010. The modifications went into effect for non-represented employees only. The represented staff's wage and benefit modifications have to be negotiated. In February, given there were no agreements with the unions, the County Executive issued an Executive Order imposing ten additional furlough days specifically for represented staff to help make up the gap related to those budgeted concessions. The Board endorsed that action.

Since the time of the imposition of the ten furlough days, two unions, TEAMCO and the Machinists, have agreed to the concessions in the Budget, and their ten additional furlough days have therefore been rescinded. Ms. Archer explained the fiscal and programmatic impacts of the ten additional furlough days by stating DAS Fiscal did an analysis of overtime countywide as a whole. Overtime at this point in the year as compared to the same time last year is down about a half of a million dollars. She emphasized that this is a global picture. There may be ups and downs department by department. She also spoke to the need of corrective action and the unrealized concessions up to this point.

Questions and comments ensued.

**SCHEDULED ITEMS:**

19:45 Madame Chair requested a report for the June meeting cycle indicating the number of furlough days taken by department.

45:14 Supervisor De Bruin requested information regarding whether the Certified Occupational Therapist Assistants, being a part of direct patient care staff, was exempt from taking furlough days.

***The Committee took no action regarding this informational report.***

7. 10-206 From the Interim Director, Transportation and Public Works, requesting authorization to double fill a position of Payroll Assistant (title code 1541, pay range 04P) for approximately six months during 2010.

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)  
Terry Blue, Deputy Director, Airport

00:31 Dr. Jackson stated that the loss of institutional knowledge plays a huge roll in temporarily double filling a position.

Questions and comments ensued.

***MOTION BY:(Borkowski) Approve. 7-0***

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

**NOES:** 0

8. 10-207 From Director, Department of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mr. John O'Shea, in the position of Legal Counsel Child Support 2 until Ms. Janet Nelson returns to former position.

**APPEARANCE:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)

Comments ensued.

***MOTION BY:(Schmitt) Approve. 7-0***

**AYES:** Borkowski, De Bruin, Schmitt, Rice, Larson, Sanfelippo,

**SCHEDULED ITEMS:**

and Jursik (Chair) – 7  
**NOES:** 0

9. 10-208 From Director, Department of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Corporation Counsel until such time that an appointment is made to fill this position.

**APPEARANCES:**

Dr. Karen Jackson, Director, Human Resources, Department of Administrative Services (DAS)  
Molly Zillig, Principal Assistant, Corporation Counsel  
Cynthia Archer, Director, Department of Administrative Services (DAS)

00:18 Dr. Jackson explained that Wisconsin State Statutes require that Deputy Corporation Counsels shall have, according to their rank and seniority, the powers and duties of the Corporation Counsel in his or her absence or disability.

Questions and comments ensued.

04:20 Madame Chair requested that DAS provide the Committee with a report on all departments within Milwaukee County functioning with interim directors.

**MOTION BY:(Larson) AMEND the resolution by inserting the following verbiage to the “BE IT RESOLVED” clause on Line 31 after “May 3, 2010”: “until October 30, 2010, or”. 7-0**

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

**NOES:** 0

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

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

**NOES:** 0

10. 10-164 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)**

**APPEARANCE:**

Greg Gracz, Director, Labor Relations

**SCHEDULED ITEMS:**

00:25 Mr. Gracz stated this is basically the same agreement that the machinists and TEAMCO previously agreed to. It was voted on as indicated by the accompanying letter. The agreement incorporates all the provisions of Org. 1972. Mr. Gracz then provided the Committee with highlights of the agreement.

***MOTION BY:(Borkowski) 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):***

11. 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 # 7. 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. 7-0***

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

**NOES:** 0

The Committee convened into closed session at approximately 10:45 a.m. The Committee did not reconvene back into open session.

**SCHEDULED ITEMS:**

**STAFF PRESENT:**

Dr. Karen Jackson, Director, Human Resources, DAS  
Cynthia Archer, Director, DAS  
John Ruggini, Assistant Fiscal and Budget Administrator, DAS  
Jim Martin, Deputy, Office of the District Attorney  
Terry Blue, Deputy Director, Airport  
Raymond Lopez, Fire Chief, Airport  
Josh Fudge, Fiscal Management Analyst, DAS  
Greg Gracz, Director, Labor Relations  
Molly Zillig, Principal Assistant, 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: 9:04 a.m. to 11:30 a.m.

Adjourned,

***Jodi Mapp***

Committee Clerk  
Committee on Personnel