Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Friday, January 21 , 2005 -- 9:00 a.m.

Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 7, Side A, No. 001 to 025

ROLL CALL:

PRESENT: Supervisors Schmitt, , Borkowski, De Bruin, Weishan and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones
ABSENT: Supervisor Cesarz

Scheduled Item:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

1. 05-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY: (SCHMITT) Go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing collective bargaining agreements. **(VOTE 5-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones and Cesarz

STAFF PRESENT: Mr. Troy Hamblin, Director, Labor Relations
Mr. Charles E. McDowell, Director, DHR
Mr. Steve Cady, County Board Fiscal and Budget Analyst

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 9:15 a.m.

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Steve Cady, 278-4347

COMMITTEE ON PERSONNEL

Friday, January 28 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 7; Side A, No. 030 to 320

ROLL CALL:
PRESENT: Supervisors Schmitt, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisors Coggs-Jones (later present) and De Bruin (later present)

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7A-035)

   Supervisors Coggs-Jones and De Bruin present.

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

   NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

   NO ACTION TAKEN ON THE ABOVE ITEM.

4. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Scheduled Items (Continued):

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-64 From Director, Department of Administrative Services, and Director, Department on Aging, requesting the abolishment of four positions and creation of twelve positions in the Department on Aging as part of the corrective action plan to address the Care Management Organization (CMO) 2004 deficit. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCES: Mr. Stephen Agostini, Fiscal and Budget Administrator
Ms. Melanie Purcell, Assistant Director, Department on Aging

MOTION BY: (SCHMITT) Approve. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

6. 05-48 From Director, Department of Health and Human Services, requesting the abolishment of six positions and creation of six positions as part of a restructuring plan in the County Health Programs Division. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCES: Mr. Rob Henken, Director, Department of Health and Human Services (DHHS)
Mr. John Chianelli, Director, County Health Programs

MOTION BY: (CESARZ) Approve. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

7. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Scheduled Items (Continued):

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations

Mr. Hamblin requested a special meeting in February (tentatively scheduled for February 18, 2005).

MOTION BY: (SCHMITT) Go into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the above matter [item number seven (7)]. **(VOTE 6-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan and Quindel (Chairman)
NOES: None
EXCUSED: Cesarz

The Committee was in closed session from approximately 9:30 a.m. to 11:40 a.m. The Committee did not reconvene into open session.

STAFF PRESENT: Mr. Stephen Agostini, Fiscal and Budget Administrator
Ms. Melanie Purcell, Assistant Director, Department on Aging
Mr. Rob Henken, Director, Department of Health and Human Services (DHHS)
Mr. John Chianelli, Director, County Health Programs
Mr. Charles E. McDowell, Director, DHR

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Adjourned: 9:30 a.m.; closed session to 11:40 a.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING
OF THE COMMITTEE ON PERSONNEL
Friday, February 18 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 7, Side A, No. 325 to end of tape
TAPE NO. 7, Side B, No. 001 to 310

ROLL CALL:
PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones

Scheduled Items:

1. 05P02 Matrix of Benefits for Milwaukee County Employees and other Government and Private Employers. (One-page document from County Board staff; document entitled, "Milwaukee County Benefits Comparison" from the Department of Audit; **copies attached to original copy of these minutes.)** (Tape No. 7A-325 to 500)

   Chairman Quindel stated that the committee is hearing presentations to understand the economic reality, what arbitration means and where the various union contracts are at this moment; there will be no public discussion or testimony other than that advised by Corporation Counsel.

   APPEARANCES: Mr. Steve Cady, County Board Fiscal and Budget Analyst
   Mr. Jerry Heer, Director, Department of Audits

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05P03 Arbitration Process – How does the arbitration process work for County Represented Employees? (Document entitled, "Interest Arbitration" from Director of Labor Relations; **copy attached to original copy of these minutes.)** (Tape No. 7A-600 to 700)

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations

Supervisor Borkowski questioned where the pool of arbitrators would come from and what their qualifications may be. Mr. Hamblin stated that arbitrators are generally people who were involved with labor in some form, and that they could be from anywhere in or out of the state. Supervisor Schmitt questioned the selection process and how arbitrators weigh criteria. (Tape No. 7A-575 to 600)

NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05P04 County Financial Projections. (From Department of Administrative Services – Fiscal Affairs, dated 2/18/05 entitled, "Projections of Milwaukee County Operating Results 2006-2009 and Tables 1, 2 and 3; **copies attached to original copy of these minutes.)** (Tape No. 7A-700 to 7B-310.)

APPEARANCES: Mr. Stephen Agostini, Fiscal and Budget Administrator

Supervisor Borkowski expressed concern about revenue shortfalls, departmental income and stock market changes. Mr. Agostini further explained his report. (Tape No. 7B-190).

Supervisor De Bruin stated that the County Board staff, Audit Department Staff and Department of Administration staff have worked together on many projects, and although that saves time, she expressed concern about, even without intending to, preventing a truly independent review of administration figures or vice versa. (Tape No. 7B-220).

(Tape No. 7B-298) The Committee took a five minute break. Upon reconvening into open session, the following members were present: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairperson); Supervisor Coggs-Jones was excused.

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COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

4. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Scheduled Items (Continued):

MOTION BY: (SCHMITT) Move to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing deliberation, negotiation or re-negotiation of collective bargaining agreements (Tape No. 7B-304). **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

At the conclusion of the closed session, the Committee did not reconvene into open session.

STAFF PRESENT: Mr. Steve Cady, County Board Fiscal and Budget Analyst
Mr. Jerry Heer, Director, Department of Audits
Mr. Troy Hamblin, Director, Labor Relations
Mr. Stephen Agostini, Fiscal and Budget Administrator *

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Adjourned: 10:00 a.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, March 11, 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 7, Side B, No. 320 to end of tape
TAPE NO. 8, Side A, No. 001 to end of tape and Side B, No. 001 to 050

ROLL CALL:
PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7B-325)

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7B-330)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   In response to a question from Supervisor Schmitt regarding the duration of temporary assignments, Mr. McDowell stated that DHR, working with Corporation Counsel, will submit a report relative to temporary assignments for the next meeting cycle.

   NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-24(a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7B-340)

   NO ACTION TAKEN ON THE ABOVE ITEM.

4. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7B-345)

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-25(a) Request from the Director, DHR, to reclassify a position within the Division of Human Resources; and report from County Board Staff relative to reclassification within the Division of Human Resources. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 7B-350)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 05-143 Resolution by Supervisors Cesarz, Borkowski, Rice, Holloway and Schmitt, authorizing the creation of the "Commission on a Responsible Compensation and Benefit Plan for Milwaukee County." (Tape No. 7B-365 to 8A-270)

APPEARANCES: Mr. Rick Ceschin, County Board Research Analyst
Mr. Charles E. McDowell, Director, DHR
Ms. Patty Yunk, Director, Public Policy, District Council 48 (support lay over for one month)
Ms. Candace Owley, Wisconsin Federated Nurses and Health Professionals (concerns regarding impact on labor negotiations)

Supervisor Weishan asked how this differs from what the board has done in the past. Supervisor De Bruin expressed concerns as follows: (1) whether or not the wording in the fiscal note relative to "the Commission will only be seated after adequate funding for the needs of the Commission is identified" should be in a resolve clause; (2) should/will the Commission have a labor representative; (3) are lines 29-35 the responsibility of the Personnel Committee; (4) what are the legal issues involved with developing compensation packages by creating an outside commission that is not Milwaukee County officials/supervisors; (5) what are the legal issues relative to how compensation is developed [in] labor negotiation packages; and (6) what is the impact of the last be it resolved clause that directs implementation of the recommendations of the Commission.

MOTION BY: (DE BRUIN) Refer to Corporation Counsel and County Board staff. **(VOTE 6-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and

Quindel (Chairman)
NOES: None
EXCUSED: None

7. 05-144 From Director, Division of Human Resources, Department of Administrative Services, requesting authorization to terminate the current contract and negotiate a new contract with Davis and Kuelthau, S.C. to represent Milwaukee County in any and all matters relating to the mediation arbitration with all of Milwaukee County's unions. **(Also to the Committee on Finance and Audit.)** (Tape No. 8A-373)

MOTION BY: (SCHMITT) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

8. 05-145 From Human Resource System Management Committee Members, requesting authorization to negotiate and execute a contract with Ceridian Corporation to provide the County with a Comprehensive Human Resource Information System Solution. **(Also to the Committee on Finance and Audit.)** (Tape No. 8A-390 to 8B-025) (Written Amendment by Supervisors Nyklewicz and Mayo dated March 10, 2005.)

APPEARANCES: Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Charles E. McDowell, Director, DHR
Mr. Stephen Agostini, Fiscal and Budget Administrator
Ms. Frieda Webb, Director, Community Development
Mr. Kevin Winter, Ceridian Corporation

MOTION BY: (SCHMITT) Concur in the Finance and Audit Committee's recommendation to approve, as amended. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

9. 05-99 From Clerk of Circuit Court/Director of Court Services, requesting the abolishment of two part-time Fiscal Assistant positions in County Funded State Court Services and the creation of one position of Fiscal Assistant 2. **(Also to the Committee on Finance and Audit and Department of Administrative Services (DAS) and Division of Human Resources (DHR).) (REPORTS FROM DAS AND DHR)**

MOTION BY: (SCHMITT) Approve items 9, 10, 11 and 12 (File Nos. 05-99, 05-146, 05-121 and 05-119). **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

10. 05-146 From Director, Department of Health and Human Services, requesting abolishment of 1 R.N. 2 and 1 Activity Aide Bilingual and the creation of 1 Mental Health Clinical Case Manager and 1 Certified Occupational Therapy Assistant. **(Also to the Committee on Finance and Audit and DAS and DHR.) (REPORTS FROM DAS AND DHR)**

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

11. 05-121 From the Controller, requesting the creation of one position of Accountant IV in the Department of Administrative Services – Fiscal Affairs Division. **(Also to the Committee on Finance and Audit and DHR.) (REPORTS FROM COUNTY BOARD STAFF AND DHR)**

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

12. 05-119 From Chief Information Officer, Information Management Services Division (IMSD), requesting the creation of a new position of Chief Technology Officer and the abolishment of one position of Data Processing Services Manager in IMSD. **((Also to the Committee on Finance and Audit and DHR.) (REPORTS FROM COUNTY BOARD STAFF AND DHR)**

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

13. 05-160 From County Board Chairman Lee Holloway, appointing Mr. Thomas A. Weber to the Milwaukee County Pension Board for a term of three years. (Tape No. 8A-275) (Formerly File No. 05-P-3.)

APPEARANCES: Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors
Mr. Thomas A. Weber

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

Scheduled Items (Continued):

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
Mr. Rick Ceschin, County Board Research Analyst
Mr. Bud Borja, Chief Information Officer, IMSD
Mr. Stephen Agostini, Fiscal and Budget Administrator
Mr. Terrence D. Cooley, Chief of Staff, Milwaukee County Board of Supervisors

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Adjourned: 11:00 a.m.

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, April 22 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 8, Side B, No. 095 to end of tape
TAPE NO. 9, Side A, No. 001 to 475

ROLL CALL:
PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones

Scheduled Items:

1. 05-22 (a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 8B-100)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05-23 (a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 8B-115 to 167)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   Supervisor Schmitt expressed concerns regarding the temporary appointments in the Sheriff's Department. Mr. McDowell stated that [he is in discussions with] the Sheriff's Department regarding temporary assignment (TA) positions.

   NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-24 (a) From the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)** (Tape No. 8B-168 to 213)

   NO ACTION TAKEN ON THE ABOVE ITEM.

Scheduled Items (Continued):

4. 05-15 (a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Jerry Rieder, Milwaukee Deputy Sheriff's Association
Mr. Roy Felber, President, Milwaukee Deputy Sheriff's Associations
Mr. Charles E. McDowell, Director, DHR
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Mr. William Domina, Milwaukee County Corporation Counsel

Chairman Quindel stated that he has concerns regarding persons in temporary positions gaining advantages in a competitive environment. Mr. McDowell stated that a temporary appointment must be filled within 45 days after a certification list is prepared by DHR, but for various reasons, the county has not been filling positions and temporary appointments are being extended. He continued that DHR is trying to revert back to the 45 days to fill a position and feels that [a 45-day appointment] would not give anyone an unfair advantage over someone else. (Tape No. 8B-171).

Mr. Rieder stated that he has concerns regarding two officers that have been on temporary appointments for over two years and another two in the capacity of sergeant that are coming to a one-year temporary appointment, because it is his understanding that temporary appointments cannot exceed one year. He continued that he was told by DHR that there was no certifiable, eligible list in existence for two appointments and he feels that this is in violation of the civil service rules. Mr. Rieder asked if appointments are made without a certified eligible list, do these appointments become "emergency appointments" thereby taking away the employee civil service status? He said that the Sheriff appoints whomever he wants without any guidelines, and [the Deputy Sheriff's Association] plans to file a complaint with the civil service commission and seeks support of the county board (Tape No. 8B-285).

Chairman Quindel requested a legal opinion on this issue from Corporation Counsel [because of potential litigation] for operating outside the rules and civil service procedures. Ms. Grimes (Tape No. 8B-300) requested clarification as to whether the chairman is referring to a temporary assignment to a higher classification (which is not an appointment and is supposed to be very temporary with the person retaining the civil services rights of their regularly-appointed position) or emergency appointments which are appointed persons having the requisite qualifications for the position. She stated that [emergency appointments] are, by statute, limited to six months with one six-month extension [approved by the county board]; however, sometimes the department will make an emergency appointment because of the continuing nature of vacancies.

Chairman Quindel stated there are two issues: (1) employees who have been appointed to a temporary position for over one year. He said that he believes this is outside the parameters of the rules, and does the Sheriff have special authority to not follow rules? and (2) the use of temporary assignments to a higher classification; appointing people without a certified list and informing employees what their rights are or are not.

MOTION BY: (DE BRUIN) Direct a report back next month from Corporation Counsel, the Division of Human Resources and County Board staff, with recommendations, on these issues (Tape No. 8B-375).
Upon hearing no objections; Chairman Quindel so ordered the above matter referred to staff.

In response to a concern regarding actionable items on the Personnel Committee agenda, Mr. Domina stated that on the issue of informational items, it is less an issue of procedure and more an issue of public notification; he suggested that items are listed as "informational, unless the committee takes another action" (Tape No. 8B-444).

5. 05P02 From Director of Human Resources, submitting a request to the Civil Service Commission asking for a review and approval of the transfer of one position of Executive Director 2 – Chief Technology Officer from the classified to the unclassified service. **(FOR INFORMATIONAL PURPOSES) (Copy attached to original copy of these minutes.)** (Tape No. 8B-546 to 550)

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 05P03 From Director, Labor Relations, relative to the District Council 48 Permanent Arbitrator Contract. **(FOR INFORMATIONAL PURPOSES) (Copy attached to original copy of these minutes.)** (Tape No. 8B-551)

APPEARANCES: Ms. Penni Secore, AFSCME
Mr. Troy Hamblin, Director, Labor Relations

NO ACTION TAKEN ON THE ABOVE ITEM.

7. 04-318 (a) From Director of Audits, submitting an update on An Audit of Employee Health Care Benefit. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits
Ms. Penni Secore, AFSCME

NO ACTION TAKEN ON THE ABOVE ITEM.

8. 05-143 Resolution by Supervisors Cesarz, Borkowski, Rice, Holloway and Schmitt authorizing the creation of the "Commission on a Responsible Compensation and Benefit Plan for Milwaukee County." **(Reports from Corporation Counsel and County Board staff; amendments by Supervisors Cesarz, Holloway and De Bruin.)** (Tape No. 8B-609 to 9A-418)

APPEARANCES: Ms. Penni Secore, AFSCME, oppose (Tape No. 9A-210)
Mr. Troy Hamblin, Director, Labor Relations

MOTION BY: (CESARZ) Approve Amendment No. 1 as follows: (1) Add the following, beginning line 12: "WHEREAS, the formulation of compensation and benefit packages is a management and policy decision; and;" (2) modify the clause beginning on line 36 as follows: "BE IT FURTHER RESOLVED, that the Commission shall use the benchmark report to study, deliberate and create a proposed responsible compensation and benefit plan for Milwaukee County, shall report its recommendations to the Milwaukee County Board of Supervisors ~~by September 1, 2005~~ and shall be disbanded thereafter, and;" (3) modify the clause beginning on line 45 as follows: "BE IT FURTHER RESOLVED, that the Board of Supervisors directs the Director of the ~~Department~~ **Division** of Human Resources and its staff to provide the Commission with support services **and include a request for supplemental funding for the Commission in its 2006 Budget Request for any additional costs associated with the provisions of this resolution**; and;" and (4) Delete lines 45 to 51 as follows: "~~BE IT FURTHER RESOLVED that the Milwaukee County Board of Supervisors shall take immediate steps to consider implementing the recommendations of the Commission in redefining the multiple compensation and benefit packages for Milwaukee County.~~" (Tape No. 8B-640)

MOTION BY: (CESARZ) Approve Amendment No. 2 by Supervisor Holloway **deleting** lines 41 to 44 as follows: "BE IT FURTHER RESOLVED, that the Board of Supervisors directs the Director of Intergovernmental Relations to solicit grant monies to provide for a Commission budget that shall provide for a professional facilitator, benefit analysis, and educational materials with instruction; and." (Tape No. 8B-655)

Supervisor De Bruin stated that question number two of the Corporation Counsel report (Does the wording of the fiscal note that the Commission will only be seated after the funding is identified need to be incorporated into a resolve clause?) is the intent of amendment No. 3 as follows: "BE IT FURTHER RESOLVED, that the Board of Supervisors prohibits the appointment of the Commission until the Division of Human Resources identifies and secures

sufficient funding to fulfill the directives of this resolution; and."

MOTION BY: (DE BRUIN) Consider the above amendment [No. 3] and request separate action on item number three (3) of Amendment No. 1, as modified. (Tape No. 8B-685)

Supervisor Borkowski stated a concern on the timeline and asked when the report or study is to be completed. Supervisor Cesarz stated that he would accept a modified date of September 1, 2006 for a report back.

(Tape No. 9A-005) Supervisor Weishan said that if we think we need more information on different wage and benefit packages, a more direct approach would be to commission a study, take money out of the contingency fund and pay for it.

(Tape No. 9A-006) Supervisor De Bruin expressed concern about the first be it resolved clause regarding labor representatives, and stated that the resolution needs clarification (lines 18-19) because it does not identify who, if anyone, will appoint the labor representative. Supervisor Cesarz pointed out lines 21-26 that ensure cooperation, discussion and development of a list to choose a wide-spread knowledge base for data-gathering; it [may be] the responsibility of the chairperson of our board, with three appointees or the county executive, with three appointees.

Supervisor Cesarz stated that he would hope the committee would consider the initial amendments, as changed, as well as the other two amendments, and then, depending on the success or failure [of those amendments] lay over for one month for additional modifications.

Supervisor Schmitt in the chair.

(Tape No. 9A-254) Supervisor Quindel asked Mr. Hamblin if there is some factual basis for negotiating in regards to wages and benefits. Mr. Hamblin stated that the county is looking for a series of things to be removed from the contracts as opposed to traditionally looking at what other employers provide as an increase for employees. He continued that we do know the extent that other employers have increased wages, but our issues are so different from other municipalities at this time.

MOTION BY: (DE BRUIN) Lay over for one month. (Tape No. 9A-356)
(VOTE 6-0)
AYES: Quindel, Borkowski, De Bruin, Weishan, Cesarz and Schmitt (Chairman)

NOES: None
EXCUSED: Coggs-Jones

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

9. 05-191 From Director, Department of Health and Human Services, requesting the abolishment of a Clerical Assistant 2 and the creation of a Unit Clerk position in the Behavioral Health Division (BHD). **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (Tape No. 9A-419)

MOTION BY: (SCHMITT) Approve items 9, 10 and 12 (File Nos. 05-191, 05-120 and 05- 216). **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

10. 05-120 From Superintendent, Parks Division, DPPI, requesting the abolishment of one Engineering Technician position and the creation one Construction Coordinator position in the Architecture, Engineering & Environmental Services Section of the Department of Parks and Public Infrastructure. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

11. 05-215 From Associate Director, Department of Parks and Public Infrastructure (DPPI) requesting the abolishment of two full-time Facility Worker Security positions and the creation of four hourly Facility Worker Security positions. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCES: Mr. Julius Hulbert, Associate Director, DPPI

MOTION BY: (DE BRUIN) Concur with the Finance and Audit Committee to lay over for one month. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

12. 05-216 From County Board Chairman, requesting the creation of one position of

Administrative Secretary 4 – Support Services and the abolishment of one position of Administrative Secretary 3 – Support Services. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

SEE ACTION UNDER NUMBER NINE (9) ABOVE.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

13. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of deliberation, negotiation or re-negotiation of collective bargaining agreements. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM. The Committee did not reconvene into open session to take action on the aforesaid matter.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Mr. Jerry Heer, Director, Department of Audits
Mr. Troy Hamblin, Director, Labor Relations
Mr. William Domina, Milwaukee County Corporation Counsel
Mr. Julius Hulbert, Associate Director, DPPI

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 12:30 p.m.

Maribeth Welchman

Committee Clerk

Scheduled Items (Continued):

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, May 20, 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 9, Side A, No. 560 to end of tape; Side B, No. 001 to end of tape
TAPE NO. 10, Side A, No. 001 to 015

ROLL CALL:
PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor De Bruin

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(Informational only – unless otherwise directed by the Board of Supervisors or its committees.)** (Tape No. 9A-565)

   SEE ACTION UNDER NUMBER THREE (3) BELOW.

2. 05-24(a) From the Director of Human Resources with respect to dual employment. **(Informational only – unless otherwise directed by the Board of Supervisors or its committees.)** (Tape No. 9A-575)

   SEE ACTION UNDER NUMBER THREE (3) BELOW.

3. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(Informational only – unless otherwise directed by the Board of Supervisors or its committees.) (Supplemental report from Director, DHR, dated 5/19/05.)** (Tape No. 9A-595 to 9B-300)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR
   Mr. Gerald Rieder, Milwaukee Deputy Sheriff's Association (MDSA) (civil service issues, including pension credits, testing requirements and length of time of temporary positions)
   Deputy Roy Felber, MDSA (Tape No. 9B-130) (testing requirements and civil service issues)
   Inspector Kevin Carr, Sheriff Department

Mr. Carr stated that the Sheriff's Department is working with the Department of Human Resources to resolve the temporary assignment to a higher classification issue, with the plan to make [assignments] permanent. He continued that a request will be made to the Civil Service Commission on Monday [May 23, 2005] to have the entire certification list for certain ranks (sergeant, captain and lieutenant).

Chairman Quindel stated that he is concerned about practices [that may open the county to litigation]. The committee raised concerns regarding pension credits while employees are on temporary assignments; developing a test in a reasonable amount of time and allowing ten names from the certification, plus two for every open position, as opposed to the entire list.

MOTION BY: (SCHMITT) Direct a report back for the June 2005 meeting cycle from the Department of Human Resources relative to what happened at the Civil Service Commission meeting on May 23, 2005 and what steps were taken; and if it is not finalized, provide an interim report (Tape No. 9A-736)

Chairman Quindel stated that he would like all these matters resolved by July, or at least the summer recess. The report back [from DHR] in June is to include the plan for resolving the temporary assignment issues, and that the process be begun by the summer recess.

MOTION BY: (SCHMITT) Direct a report [from the Director, DHR] in June [2005, including] an assessment of the Civil Service Commission's ruling, if the county needs to take action(s) and [recommendations relative to] the questions and concerns raised, including those related to the certification list and examination process. (Tape No. 9B-046)

(Tape No. 9B-310) ***Vote on motion to direct a report back in one month (June cycle) from the Department of Human Resources:*** **6-0**
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

4. 05-23(a) A. From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(Informational only – unless otherwise directed by the Board of Supervisors or its committees.) (Supplemental report from Director, DHR, dated 5/19/05.)**

B. From the Director of Human Resources relative to the following concerns raised by the Committee on 4/22/05: rules and civil service procedures for temporary positions; time limits for appointments to temporary positions, the routine use of temporary assignments to a higher

classification, temporary positions for which a certified list does not exist, and employee's rights when temporarily appointed to positions. **(Report from Director, DHR; County Board Research Analyst and Deputy Corporation Counsel dated 5/19/05.)**

SEE ACTION UNDER NUMBER THREE (3) ABOVE.

5. 05-279 From the Director of Human Resources requesting authority to dual-fill one position of Human Resources Coordinator (Sheriff) for the period of May 31 through July 1, 2005. (Tape No. 9B-311)

MOTION BY: (BORKOWSKI) Approve. **(VOTE 6-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

6. 05-278 Resolution By Supervisor Cesarz authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, to retain a consultant to gather data on Milwaukee County's compensation and benefit structure for comparison against those in the public and private sectors and to recommend changes in Milwaukee County's plan.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Ms. Patty Yunk, D.C. 48, AFSCME

Extensive discussion ensued (Tape No. 9B-320 to 575).

MOTION BY: (CESARZ) Approve (Tape No. 9B-320). **(VOTE 2-4)***
AYES: Schmitt and Cesarz
NOES: Coggs-Jones, Borkowski, Weishan and Quindel (Chairman)
EXCUSED: De Bruin

*The recommendation to the County Board of Supervisors, at the May 26, 2005, will be a positive vote (4-2) to reject.

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

7. 05-215 From Associate Director, Department of Parks and Public Infrastructure, requesting the abolishment of two full-time Facility Worker Security positions and the creation of four hourly Facility Worker Security positions. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.) (LAID OVER 4/22/05)**

Scheduled Items (Continued):

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME

MOTION BY: (SCHMITT) Approve items 7, 8 and 9 (File Nos. 05-215, 05-252 and 05-266).

MOTION BY: (WEISHAN) Separate action of all three items (Tape No. 9B-625).

Vote on motion to approve by Supervisor Schmitt above: **6-0**
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

8. 05-252 From County Board Chairman, requesting the creation of one position of Administrative Specialist and the abolishment of one position of Joint Certification Program Analyst in the Office of Community Business Development Partners. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME (request lay over)
Ms. Freida Webb, County Executive's Office

MOTION BY: (WEISHAN) Lay over. **(VOTE 6-0)** (Tape No. 9B-675)
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

9. 05-266 From Director, Department of Administrative Services, requesting creation of one position of Fiscal and Management Analyst 2 and abolishment of one position of Accountant 3 in the Department of Administrative Services–Economic and Community Development Division. **(Also to the Committee on Finance and Audit and Division of Human Resources.)**

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME (request a meeting between management and the union)
Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Troy Hamblin, Director, Labor Relations (Tape No. 9B-705)

Vote on motion to approve (by Supervisor Schmitt above): **(VOTE 6-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

Scheduled Items (Continued):

The Chairman called a five minutes recess. Roll call upon reconvening (Tape No. 10A-001):
PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor De Bruin

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

10. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements. (Tape No. 10A-010)

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing item number ten. **(VOTE 6-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: De Bruin

The Committee did not reconvene into open session.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Inspector Kevin Carr, Sheriff's Department
Ms. Freida Webb, County Executive's Office
Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Troy Hamblin, Director, Labor Relations

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Adjourned: 11:30 a.m.

Maribeth Welchman

Committee Clerk

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Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, June 17 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 10, Side A, No. 020 to end of tape
TAPE NO. 10, Side B, No. 001 to 175

ROLL CALL:
PRESENT: Supervisors Schmitt, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisors Coggs-Jones (later present), Borkowski (later present) and De Bruin (later present)

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. **(Informational, unless otherwise directed by the Committee.)** (Tape No. 10A-035 to 374)

   Supervisors Coggs-Jones, Borkowski and De Bruin present (Tape No. 10A-105).

   APPEARANCES: Mr. Russell Weber, machinist (Tape No. 10A-039)
   Mr. Troy Hamblin, Director, Labor Relations

   MOTION BY: (COGGS-JONES) Take out the two positions [locksmith positions] and refer to County Board staff and Corporation Counsel for a report back at the next meeting. **(Vote 6-1)**
   AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan and Quindel (Chairman)
   NOES: Cesarz
   EXCUSED: None

2. 05-24(a) From the Director of Human Resources with respect to dual employment. **(Informational, unless otherwise directed by the Committee.)** (Tape No. 10A-375)

   NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. **(Informational, unless otherwise directed by the Committee.)** (Tape No. 10A-380)

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 05-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. **(Informational, unless otherwise directed by the Committee.)** (Tape No. 10A-381)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-307 From Inspector, Milwaukee County Sheriff's Office, requesting adoption of an ordinance to create Section 17.193, Milwaukee County General Ordinances (MCGO), in order to grant leaves of absence to deputies appointed to positions in the unclassified service. **(The Committee on Judiciary, Safety and General Services laid over this item on 5/9/05.)** (Tape No. 10A-402 to 648)

APPEARANCES: Mr. Roy Felber, MDSA (Milwaukee Deputy Sheriff's Association) President (opposed)
Ms. Rachel Pings, Attorney, MDSA (opposed)
Yvonne M. Mahoney, REMCO (Retired Employees of Milwaukee County)
Mr. Gerald Rieder, MDSA

MOTION BY: (DE BRUIN) Lay over for more information regarding the policy issue; refer to County Board staff, the Division of Human Resources and Corporation Counsel to address the concerns raised by the Committee [in terms of expansion to other positions and other departments and benefits (including retirement benefits) while a person is in the temporary position and when and if they return to their previous position] with a report back [to the Personnel Committee]. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

6. 05-312 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to the County's contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to the Committee on**

Finance and Audit.) (Tape No. 10A-648 to 10B-132)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Michael (Jack) Howdien, Secretary, REMCO
Mr. Jerry Heer, Director, Department of Audits

MOTION BY: (DE BRUIN) Refer to Audit and County Board staff [for more information relative to how the contribution numbers were arrived at and how and when the pension will begin to become fully funded]; what is the average funded pension and what type of ratio [is used] in systems similar to our size and scope.

Chairman Quindel stated that the Committee concurs with the recommendation of the Finance and Audit Committee of 6/16/05.

VOTE ON MOTION TO CONCUR WITH THE COMMITTEE ON FINANCE AND AUDIT TO REFER: **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

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

7. 05-252 From County Board Chairman, requesting the creation of one position of Administrative Specialist and the abolishment of one position of Joint Certification Program Analyst in the Office of Community Business Development Partners. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.) (LAID OVER 5/20/05; REFERRED BACK TO THE FINANCE AND AUDIT COMMITTEE ON 5/26/05.)**

MOTION BY: (COGGS-JONES) Approve and concur with the Finance Committee. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

8. 05-304 From the Director, Department of Health and Human Services, requesting authorization to create six positions and abolish seven positions constituting a realignment of management responsibilities within the Behavioral Health Division. **(Also to the Committee on Finance & Audit,**

Scheduled Items (Continued):

Department of Administrative Services & Division of Human Resources.)

MOTION BY: (COGGS-JONES) Approve and concur with the Finance Committee. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

9. 05-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of deliberating, negotiating or re-negotiating collective bargaining agreements. **(VOTE 7-0)**
AYES: Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: None

At the conclusion of the closed session, the Committee did not reconvene into open session to take action on the aforesaid matter.

STAFF PRESENT: Mr. Troy Hamblin, Director, Labor Relations
Mr. Charles E. McDowell, Director, DHR
Mr. Jerry Heer, Director, Department of Audits

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 12: 30 p.m.

Maribeth Welchman
Committee Clerk

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Scheduled Items (Continued):

Chairperson: Supervisor Roger H. Quindel
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, July 22 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 10, Side B, No. 185 to end of tape
TAPE NO. 11, Side A, No. 001 to 738

ROLL CALL:
PRESENT: Supervisors Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: Supervisor Coggs-Jones

Scheduled Items:

1. 05-359 From County Executive, requesting confirmation of Ms. Coral Pleas to serve on the Milwaukee County Personnel Review Board for a term expiring October 31, 2008, filling the vacancy created by the resignation of Mr. Roy Williams. (Tape No. 10B-200)

APPEARANCES: Mr. Greg Reiman, Director for County Executive
Ms. Coral Pleas

MOTION BY: (DE BRUIN) Approve [confirmation of appointment]. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

2. 05-354 From County Executive Scott Walker, submitting a resolution/ordinance amending Milwaukee County General Ordinances (MCGO), Section 201.24(8.11) and, subject to the foregoing amendment, directing the Pension Board and Corporation Counsel to request proposals for provision of any professional services to the Employee Retirement System. **(Also to the Pension Study Commission)** (Tape No. 10B-235)

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

3. 05-312 From Pension Board Chairman, Milwaukee County Employees' Retirement System, relative to the County's contribution to the Employees' Retirement System and OBRA 1990 Retirement System. **(Also to the Committee on Finance and Audit.)**

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits
Mr. Steve Cady, County Board Fiscal and Budget Analyst

MOTION BY: (CESARZ) Recommend funding [to the County Executive] of the 2006 pension contribution based on the 2005 assumed rate of return of 8.5% and to forward this recommendation to the Pension Board along with the report from Audit and County Board staff and the Pension Board recommendation for further review and possible reconsideration (Tape No. 10B-275).

MOTION BY: (DE BRUIN) Concur with the Finance Committee recommendation (Tape No. 10B-343). ***MOTION LATER WITHDRAWN*** (Tape No. 10B-430).

Vote on motion by Supervisor Cesarz: **(No recommendation: 3-3)**
AYES: Schmitt, Cesarz and Quindel (Chairman)
NOES: Borkowski, De Bruin and Weishan
EXCUSED: Coggs-Jones

4. 05-145 (a)(a) A. From the Director, Department of Administrative Services (DAS), requesting authorization to execute a contract with Ceridian Corporation for a comprehensive Human Resource Information System (HRIS) solution. **(Also to the Committee on Finance and Audit)** (Tape No. 10B-530)

APPEARANCES: Ms. Linda Seemeyer, Director, Department of Administrative Services

MOTION BY: (CESARZ) Approve item 4A, as amended by the Finance Committee [concur with the Finance Committee]. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: None
EXCUSED: Coggs-Jones

B. From Director, DAS, submitting a follow-up report on the possible implementation issues with the new payroll personnel system (Ceridian). **(Informational, unless otherwise directed by the Committee.)**

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-353 Resolution by Supervisors Devine, Johnson and Broderick authorizing and directing a review of the number of managerial positions and the ratio of manager to worker positions within each department. **(Also to the Committee on Finance and Audit)** (Tape No. 10B-570)

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

6. 05-382 Resolution by Supervisors Nyklewicz, Quindel and Broderick, authorizing and directing a study of the health care models employed by the City of Milwaukee and State of Wisconsin to determine if additional efficiencies and cost savings could be achieved in the Milwaukee County health care plan. **(Also to the Committee on Finance and Audit)** (Tape No. 10B-586)

APPEARANCES: Ms. Rae Anne Beaudry, Health Care System Consultants

MOTION BY: (DE BRUIN) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

7. 05-381 From Director, Division of Human Resources (DHR), requesting authorization to amend the contract with Health Care Systems Consultants, Inc. (HCSC) beyond the initial $50,000 by $35,000 to ensure timely analysis and negotiation of the final contracts for employee benefits for the period 2006-2009. (Tape No. 10B-680)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

MOTION BY: (CESARZ) Approve. **(VOTE 5-1)**
AYES: Schmitt, De Bruin, Weishan, Cesarz and Quindel (Chairman)

NOES: Borkowski
EXCUSED: Coggs-Jones

8. 05-390 From Employee Services Manager, DHR, requesting authorization to negotiate contracts for Employee Benefits. (Tape No. 10B-700 to 11A-175)

The Employee Insurance and Benefits Subcommittee, on July 20, 2005, voted 5-0 to accept the recommendation of the report from the [Employee Services Manager, DHR, requesting authorization to negotiate contracts for employee benefits] with clarification of information.

APPEARANCES: Ms. Veronica Britt, Employee Services Manager, DHR
Ms. Rae Anne Beaudry, Health Care System Consultants

MOTION BY: (DE BRUIN) Approve and request an update for the September 2005 meeting cycle relative to the communication processes to inform employees and retirees of new benefits. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

9. 05-355 From the Director, DHR, requesting approval of a resolution/ordinance amending MCGO Section 17.085(1)(2) & (7) relating to temporary assignments to a higher classification. (Tape No. 11A-177 to 390)

APPEARANCES: Mr. Jim Eggers, Division of Human Resources
Ms. Mary Ann Grimes, Deputy Corporation Counsel

MOTION BY: (CESARZ) Approve. ***(Motion later withdrawn.)***

MOTION BY: (DE BRUIN) Refer to the Department of Human Resources, Corporation Counsel and County Board staff to review and report back to Committee. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

10. 05-22 (a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. (**For informational purposes, unless otherwise directed by the Committee)** (Tape No. 11A-391)

NO ACTION TAKEN ON THE ABOVE ITEM.

11. 05-23 (a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 11A-406)

Supervisor De Bruin requested information on the Landscape Manger on temporary appointment since 9/04; Chairman Quindel directed the Department of Human Resources to inform the Committee members of the resolution of this issue.

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

12. 05-24 (a) From the Director of Human Resources with respect to dual employment. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 11A-417)

NO ACTION TAKEN ON THE ABOVE ITEM.

13. 05-15 (a) From the Director of Human Resources relative to temporary and emergency appointments in existence. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 11B-419)

NO ACTION TAKEN ON THE ABOVE ITEM.

14. 05-305 From the Sheriff, requesting the abolishment of three positions of Communication and Highway Safety Dispatcher and the creation of three positions of Dispatcher Coordinator for the Communications Division of the Office of the Sheriff. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources)**

APPEARANCES: Inspector Kevin Carr, Sheriff's Department
Inspector Jerianne Feiten, Communication Division, Sheriff's Department
Mr. Robert Sherrer, II, AFSCME, Local 1055 (against)
Ms. Penny Secore, AFSCME, Local 1055

MOTION BY: (BORKOWSKI) Approve and direct the Sheriff's Department to provide job descriptions, initiate discussions with the union to advise them of the position creations and provide a new fiscal note on the proposed pay range of 17 (Tape No. 11A-577). **(VOTE 5-1)**
AYES: Schmitt, Borkowski, De Bruin, Cesarz and Quindel (Chairman)
NOES: Weishan
EXCUSED: Coggs-Jones

Scheduled Items (Continued):

15. 05-356 From Associate Director, Department of Parks and Public Infrastructure (DPPI) – Administration, requesting the abolishment of one Auto & Equipment Body Technician position and one Auto & Equipment Service Technician Assistant position and create two half-time (1,040 hours) Auto & Equipment Service Technician I/C positions. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources)** (Tape No. 11A-580)

MOTION BY: (SCHMITT) Approve. **(VOTE 4-2)**
AYES: Schmitt, Borkowski, Cesarz and Quindel (Chairman)
NOES: De Bruin and Weishan
EXCUSED: Coggs-Jones

16. 05-386 From Associate Director, Department of Parks and Public Infrastructure (DPPI)-Administration, requesting creation of one seasonal position of Dispatch Clerk and abolishment of one temporary position of Dispatch Clerk. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources)** (Tape No. 11A-605)

MOTION BY: (SCHMITT) Approve. **(VOTE 6-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones

17. 05-313 From Associate Director, Department of Parks and Public Infrastructure (DPPI)- Administration, requesting the creation of one position of Accountant 4 and one position of Accountant 2 and the abolishment of the following positions: Airport Fiscal and Budget Manager, Administrative Assistant 1 and Accountant 1 at General Mitchell International Airport. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources)** (Tape No. 11A-625)

APPEARANCES: Mr. Julius Hulbert, Associate Director, DPPI

MOTION BY: (DE BRUIN) Approve. **(VOTE 5-1)**
AYES: Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
NOES: Schmitt
EXCUSED: Coggs-Jones

Scheduled Items (Continued):

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

18. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements. (Tape No. 11A-627)

MOTION BY: (SCHMITT) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85 for the purpose of deliberation, negotiation or re-negotiation of collective bargaining agreements. **(VOTE 5-0)**
AYES: Schmitt, Borkowski, De Bruin, Weishan and Quindel (Chairman)
NOES: None
EXCUSED: Coggs-Jones and Cesarz

At the conclusion of the closed session, the Committee did not reconvene in open session to take action on the aforesaid matter.

STAFF PRESENT: Mr. Rick Ceschin, County Board Research Analyst
Mr. Greg Reiman, Director for County Executive
Mr. Jerry Heer, Director, Department of Audits
Mr. Steve Cady, County Board Fiscal and Budget Analyst
Ms. Linda Seemeyer, Director, Department of Administrative Services
Mr. Charles E. McDowell, Director, DHR
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Ms. Veronica Britt, Employee Services Manager, DHR
Mr. Jim Eggers, Division of Human Resources
Inspector Kevin Carr, Sheriff's Department
Inspector Jerianne Feiten, Communication Division, Sheriff's Department
Mr. Julius Hulbert, Associate Director, DPPI

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:35 a.m.

Maribeth Welchman
Committee Clerk

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Chairperson: Supervisor James J. Schmitt
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, September 23 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 11, Side B, No. 500 to end of tape
TAPE NO. 12, Side A, No. 001 to end of tape
TAPE NO. 12, Side B, No. 001 to 605

ROLL CALL:
PRESENT: Supervisors Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
EXCUSED: None

Scheduled Items:

1. 05-307 From the Sheriff, requesting authorization to grant leaves of absence to deputies appointed to positions in the unclassified service. **(Also to the Committee on Judiciary, Safety and General Services) (REPORT FROM DIRECTOR OF HUMAN RESOURCES, DEPUTY CORPORATION COUNSEL AND COUNTY BOARD RESEARCH ANALYST.)**

APPEARANCES: Inspector Kevin Carr, Sheriff's Department
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Mr. Charles E. McDowell, Director, DHR
Ms. Rachel Pings, Milwaukee Deputy Sheriff's Association (MDSA)
Mr. Jerry Reider, MDSA
Mr. Roy Felber, MDSA
Ms. Patti Yunk, Director of Public Policy, District Council 48 (DC48), AFSCME

Supervisors Schmitt and Quindel offered the following written amendment: **MODIFY** Section 2, of the proposed ordinance revision, pertaining to chapter 17.193 as follows:

(2) Any deputy granted a leave of absence under subsec. (1) of this ordinance shall, upon completion of the appointive position, immediately be returned to the position of deputy sheriff which he or she held immediately prior to the appointment **provided one is**

vacant and authorized to be filled and shall continue therein without loss of any rights under civil service law. **If that position is not available, the deputy sheriff may be returned to another non-represented, vacant and authorized to be filled position of deputy sheriff, and shall continue therein without loss of any rights under civil service law. The deputy will be appointed to the higher level position previously held when vacant and authorized to be filled, according to county-wide seniority. If there is no position available at the time of termination of the appointment, the deputy sheriff will be appointed based upon county-wide seniority when such position becomes vacant.**

MOTION BY: (QUINDEL) Approve amendment by Supervisors Schmitt and Quindel. **(VOTE 5-2)**
AYES: Coggs-Jones, De Bruin, Quindel, Cesarz and Schmitt (Acting Chairman)
NOES: Borkowski and Weishan
EXCUSED: None

MOTION BY: (QUINDEL) Approve, as amended. **(VOTE 4-3)**
AYES: Coggs-Jones, Quindel, Cesarz and Schmitt (Acting Chairman)
NOES: Borkowski, De Bruin and Weishan
EXCUSED: None

2. 05-355 From Director of Human Resources requesting approval of a resolution/ordinance amending Milwaukee County General Ordinances (MCGO) Section 17.085 (1)(2) & (7) relating to temporary assignments to a higher classification.

APPEARANCES: Ms. Rachel Pings, MDSA

Supervisors Weishan and De Bruin offered the following amendment:
MODIFY Section 1, of the proposed ordinance revision, pertaining to chapter 17.085(7) beginning on line 59 as follows:

(7) Employees in the classified and unclassified service may receive a temporary assignment to a vacant unclassified position for ninety (90) days or less. ~~Extensions beyond the ninety (90) days must be approved by the Director of Human Resources.~~ **The Director of Human Resources may approve one extension of ninety (90) days or less. Any further extensions must be approved by the County Board.**

MOTION BY: (WEISHAN) Approve amendment. **(VOTE 6-1)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt (Acting Chairman)
NOES: Cesarz

EXCUSED: None

MOTION BY: (BORKOWSKI) Approve, as amended. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

3. 05-390 (a)(a) An adopted resolution authorizing the Director of Human Resources to negotiate contracts with employee benefits vendors as noted in the said resolution, and to report back to the County Board of Supervisors and the County Executive with a detailed fiscal note and negotiated contracts for final approval during the September 2005 meeting cycle.

APPEARANCES: Ms. Veronica Britt, Employee Services Manager, DHR
Ms. Rae Anne Beaudry, Health Care System Consultants
Mr. Rick Ceschin, County Board Research Analyst
Ms. Patty Yunk, D.C. 48, AFSCME
Ms. Barbara Kelsey, President, Federation of Nurses & Health Professionals
Mr. Jerry Heer, Director, Department of Audits

Supervisor De Bruin stated that the fiscal note needs to be modified and requested that fiscal information be provided before board day relative to 2007 and 2008 projections.

MOTION BY: (CESARZ) Approve. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

CLOSED SESSION:

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c) and (e) for the purpose of discussing the following matters (items 4 and 5). At the conclusion of the closed session, the Committee may reconvene into open session to take whatever action(s) it may deem necessary on the said matters.

4. 05-453 Resolution/Ordinance from Supervisors Quindel, Schmitt, Borkowski, Cesarz and De Bruin requesting to amend MCGO Chapter 204.24, deleting references to the Rule of 75 in reference to calculating normal retirement age for non-represented members of the Employee Retirement System hired on or after January 1, 2006. **(Also to the Pension Study Commission and the Pension Board)**

MOTION BY: (COGGS-JONES) Adjourn into closed session under the

provisions of Wisconsin Statutes, Sections 19.85(1)(c) and (e) for the purpose of discussing items 4 and 5. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
EXCUSED: None

Supervisors Cesarz and De Bruin requested that their names be added to the resolution/ordinance as co-sponsors.

Supervisors Quindel and Schmitt offered the following amendment:
MODIFY Section 1, of the proposed ordinance revision, pertaining to chapter 201.24 (4.1), beginning on line 64, as follows:

> A member shall be eligible for a normal pension if his employment is terminated on or after he has attained age fifty-five (55) and has completed thirty (30) years of service, or if his employment is terminated on or after he has attained age sixty (60). Deputy sheriffs shall be eligible to retire at age fifty-seven (57) regardless of their number of years of service or at age fifty-five (55) with at least fifteen (15) years of creditable pension service. A member who is not covered by the terms of a collective bargaining agreement at the time his employment is terminated and who**se initial membership in the retirement system under Chapter 201.24 began** ~~was hired~~ prior to January 1, 2006 and retires on and after September 1, 1993, shall be eligible for a normal pension when the age of the member when added to his years of service equals seventy-five (75), but this provision shall not apply to any member eligible under section 4.5**.**

MOTION BY: (QUINDEL) Approve amendment. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

MOTION BY: (QUINDEL) Lay over for one month and direct the Department of Human Resources to obtain an actuarial opinion regarding the effect of this change in the Employee Retirement System. Include the non-represented [employees] and all potential union contracts that may include the same change. **(VOTE 7-0)**

AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

5. 05P04 Verbal report from the Director of Human Resources relative to proposed changes in wages and health benefits for nonrepresented employees.

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 05-16 (a)(a) From Fiscal and Budget Administrator, regarding implementation of the 2005 hiring freeze. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES: Mr. Agostini, Fiscal & Budget Administrator, DAS

ACTION BY: (QUINDEL) Direct DAS to provide new hire information as it relates to the County Executive and County Board Chairman that occurred during the [July 2005] hiring freeze, with a report back to committee next month [October 28, 2005 Personnel meeting].

Upon hearing no objections; Acting Chairman Schmitt so ordered the Department of Administrative Services to provide information to the Personnel Committee relative to positions that were filled by the County Executive and County Board Chairman since July 1, 2005.
.

NO FURTHER ACTION TAKEN ON THE ABOVE ITEM.

7. 05-22 (a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. (**For informational purposes, unless otherwise directed by the Committee.)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

8. 05-23 (a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. (**For informational purposes, unless otherwise directed by the Committee.)**

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Supervisor De Bruin asked if the Director of Human Resources would be reviewing all temporary assignments to a higher classification under the terms of the ordinance change for file 05-355. Mr. McDowell stated that this would occur once the ordinance change is passed.

NO ACTION TAKEN ON THE ABOVE ITEM.

9. 05-24 (a) From the Director of Human Resources with respect to dual employment. (**For informational purposes, unless otherwise directed by the Committee.)**

NO ACTION TAKEN ON THE ABOVE ITEM.

10. 05-15 (a) From the Director of Human Resources relative to temporary and emergency appointments in existence. (**For informational purposes, unless otherwise directed by the Committee.)**

NO ACTION TAKEN ON THE ABOVE ITEM.

11. 05-15 (a)(a) From the Civil Service Commission, approving extension of emergency and temporary appointments originally made between October 1, 2004 and February 28, 2005. **(ACTION ITEM)**

APPEARANCES: Ms. Penni Secore, DC48, AFSCME

MOTION BY: (CESARZ) Lay over. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matters (items 12 and 13). At the conclusion of the closed session, the Committee may reconvene into open session to take whatever action(s) it may deem necessary on the said matters.

12. 05-442 From the Director, Labor Relations, submitting Ratification of the 2005-2006 Memorandum of Agreement between the County and Deputy Sheriff's Association. **(Also to the Committee on Finance and Audit)**

MOTION BY: (COGGS-JONES) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing items 12 and 13. **(VOTE 7-0)**

AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION:
PRESENT: Supervisors Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
EXCUSED: None

MOTION BY: (QUINDEL) Approve. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

13. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements. (No written information submitted.)

NO ACTION TAKEN ON THE ABOVE ITEM.

STAFF PRESENT: Inspector Kevin Carr, Sheriff's Department
Ms. Mary Ann Grimes, Deputy Corporation Counsel
Mr. Charles E. McDowell, Director, DHR
Ms. Veronica Britt, Employee Services Manager, DHR
Mr. Rick Ceschin, County Board Research Analyst
Mr. Jerry Heer, Director, Department of Audits
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

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Adjourned: 1:45 p.m.

Maribeth Welchman, Committee Clerk

Scheduled Items (Continued):

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Acting Chairperson: Supervisor James J. Schmitt
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, October 28 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 13, Side A, No. 001 to end of tape
TAPE NO. 13, Side B, No. 001 to 200

ROLL CALL:
PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: None

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13A-007)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13A-013)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-24(a) From the Director of Human Resources with respect to dual employment. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13A-022)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13A-025)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-355 (a)(a) From Director, Human Resources, requesting authorization to amend Milwaukee County General Ordinances, Section 17.085(1), relative to temporary assignments to a higher classification. (Tape No. 13A-030)

APPEARANCES: Mr. James Eggers, Human Resource Coordinator, DHR

MOTION BY: (CESARZ) Approve. **(Vote 7-0)**
AYES: Devine, Borkowski, Schmitt, McCue, Broderick, Clark and De Bruin (Chairman)
NOES: None
EXCUSED: None

6. 05-16 (a)(a) From Fiscal and Budget Administrator, Department of Administrative Services, and Director, Division of Human Resources, submitting informational reports relative to implementation of the 2005 hiring freeze. (Tape No. 13A-054)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

Supervisor De Bruin stated she is interested in the information regarding savings for 2005 and for the last two previous hiring freezes.

NO ACTION TAKEN ON THE ABOVE ITEM.

7. 05-495 From Sheriff, requesting approval to grant leaves of absences to employees currently in the classified serve to assume positions in the unclassified service in accordance with County Ordinance Chapter 17.193(1) and (2). (Tape No. 13A-154)

APPEARANCES: Inspector Kevin Carr, Sheriff's Department

MOTION BY: (COGGS-JONES) Approve. **(Vote 5-2)**

AYES: Coggs-Jones, Borkowski, Quindel, Cesarz and Schmitt (Acting Chairman)
NOES: De Bruin and Weishan
EXCUSED: None

8. 05-478 Resolution by Supervisor West, authorizing and directing the Director, Department of Administrative Services (DAS) – Division of Human Resources (DHR) to develop a comprehensive inventory of positions and employees in Milwaukee County departments.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

MOTION BY: (DE BRUIN) Approve. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

9. 05-497 Resolution by Supervisor West, authorizing and directing the Director, DAS, and the Director, DHR, to develop a transition plan that reflects the efficiencies expected to be achieved and the future deployment of human resources staff County-wide due to the implementation of the Ceridian human resources system.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Discussion ensued regarding staffing changes and reporting deadlines.

MOTION BY: (DE BRUIN) Amend to strike the word "transition" wherever it appears in the resolution and replace it with the word "reallocation." **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

MOTION BY: (DE BRUIN) Approve, as amended. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

10. 05-496 Resolution by Supervisor Cesarz, authorizing and directing the County Board staff, the Department of Audit and the Department of

Administrative Services to study methods to create a financing structure to assure a permanent solution for Milwaukee County's total fringe benefit cost obligations. **(Also to the Committee on Finance and Audit.)** (Tape No. 13A-255)

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME

MOTION BY: (CESARZ) Lay over to the next cycle **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

11. 05-500 From Milliman, Inc. entitled, "Analysis of Cost Impact of Proposed Changes to the Employees' Retirement System of the County of Milwaukee." **(Also to the Pension Study Commission)** (Tape No. 13A-294 to 405)

APPEARANCES: Mr. Jerry Heer, Director, Department of Audits

Discussion ensued regarding the usage of the back drop benefit by retirees and under funding the pension fund.

MOTION BY: (DE BRUIN) Receive and place on file. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

12. 05-453 Resolution/Ordinance from Supervisors Quindel, Schmitt, Borkowski, Cesarz and De Bruin, as amended, requesting to amend MCGO Chapter 204.24, deleting references to the Rule of 75 in reference to calculating normal retirement age for non-represented members of the Employee Retirement System hired on or after January 1, 2006. **(Also to the Pension Study Commission.) (LAID OVER 9/23/05, AS AMENDED.)**

(Tape No. 13A-408) Acting Chairman Schmitt temporarily laid the item over.

(Tape No. 13A-451) APPEARANCES: Mr. William Domina, Milwaukee County Corporation Counsel

Mr. Domina stated that the Pension study Commission reports to the board; the process of the Pension Study Commission meeting being held

after the Personnel Committee is acceptable under the rules.

MOTION BY: (QUINDEL) Approve. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

13. 05-464 (a)() Report from the Director of Human Resources relative to classification and rates of pay for positions created in the County Executive's 2006 Recommended Budget, as amended by the Committee on Finance and Audit. (Tape No. 13A-423)

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME
Mr. Rick Ceschin, County Board Research Analyst

MOTION BY: (BORKOWSKI) Approve. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following mattes. 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 said matters.

14. 05-488 From Director, Labor Relations, requesting to ratify the 2005-2006 Memorandum of Agreement between Milwaukee County and the Technicians, Engineers and Architects of Milwaukee County. **(Also to the Committee on Finance and Audit and the Pension Study Commission.)**

MOTION BY: (BORKOWSKI) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing items 14 through 18. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION:

PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: None

APPEARANCES: Mr. Ed Eberle, County Executive's Office

Chairman Schmitt stated that the labor contracts are before the Personnel Committee [for approval; the process of the Finance Committee is to approve the fiscal information].

MOTION BY: (QUINDEL) Approve items 14 through 17. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

15. 05-489 From Director, Labor Relations, requesting to ratify the 2005-2006 Memorandum of Agreement between Milwaukee County and the International Association of Machinists and Aerospace Workers. **(Also to the Committee on Finance and Audit and the Pension Study Commission.)**

APPEARANCES: Mr. Ed Eberle, County Executive's Office

SEE ACTION UNDER NUMBER FOURTEEN (14) ABOVE.

16. 05-490 From Director, Labor Relations, requesting to ratify the 2005-2006 Memorandum of Agreement between Milwaukee County and the Association of Milwaukee County Attorneys. **(Also to the Committee on Finance and Audit and the Pension Study Commission.)**

APPEARANCES: Mr. Ed Eberle, County Executive's Office

SEE ACTION UNDER NUMBER FOURTEEN (14) ABOVE.

17. 05-491 From Director, Human Resources, proposing comparable wage adjustments and changes in the health care plans for employees not represented by a collective bargaining unit, including retirees. **(Also to the Committee on Finance and Audit.) (Revised resolution/ordinance submitted by DHR.)** (Tape No. 13A-511 to 13B-200)

APPEARANCES: Mr. James Eggers, Human Resource Coordinator, DHR
Mr. Rick Ceschin, County Board Research Analyst
Mr. John Katrichis, DHR

Scheduled Items (Continued):

Mr. Charles E. McDowell, Director, DHR
Ms. Veronica Britt, Employee Services Manager, DHR
Mr. Ken Loeffel (against)
Ms. Marilyn Mayr (against)
Mr. William Domina, Milwaukee County Corporation Counsel
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS
Mr. Jack Hohrein, Retirement System manager, DHR
Mr. Jerry Rieder, requests further communication with retirees
Supervisor Ryan McCue, Eighth District
Mr. Ed Eberle, County Executive's Office
Ms. Linda Seemeyer, Director, Department of Administrative Services

Mr. Domina stated that offering the same health coverage as active employees are offered has historically met the obligation to retirees' [vested rights]. In response to a question from Supervisor McCue, Ms. Seemeyer stated that the County Executive is in favor of DHR's recommendation, as revised.

MOTION BY: (QUINDEL) Approve items. **(Vote 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

18. 05P01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

NO ACTION TAKEN ON THE ABOVE ITEM.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
Mr. James Eggers, Human Resource Coordinator, DHR
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS
Inspector Kevin Carr, Sheriff's Department
Mr. Jerry Heer, Director, Department of Audits
Mr. William Domina, Milwaukee County Corporation Counsel
Mr. Ed Eberle, County Executive's Office
Mr. Rick Ceschin, County Board Research Analyst
Mr. John Katrichis, DHR
Ms. Veronica Britt, Employee Services Manager, DHR
Mr. Jack Hohrein, Retirement System manager, DHR
Ms. Linda Seemeyer, Director, Department of Administrative Services

Scheduled Items (Continued):

This meeting was recorded on tape, which is available for audit upon prior request of the Committee Clerk. The foregoing matters were not necessarily considered in agenda order. Committee "green files" contain copies of resolutions, amendments, ordinances, reports and correspondence, etc., which may be reviewed upon request of the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 11:30 a.m.

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Maribeth Welchman, Committee Clerk

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Acting Chairperson: Supervisor James J. Schmitt
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL

Friday, December 9 , 2005 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

M I N U T E S

TAPE NO. 13, Side B, No. 225 to end of tape (low speed)
Tape No. 14, Side A, No. 001 to 167 (standard speed)

ROLL CALL:
PRESENT: Supervisors Schmitt, Coggs-Jones, Borkowski, De Bruin, Weishan, Cesarz and Quindel (Chairman)
EXCUSED: None

Scheduled Items:

1. 05-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and all revisions to ECP positions. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13B-229)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   NO ACTION TAKEN ON THE ABOVE ITEM.

2. 05-23(a) From the Director of Human Resources relative to temporary assignments of non-represented employees to a higher classification. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13B-234)

   APPEARANCES: Mr. Charles E. McDowell, Director, DHR

   Chairman Schmitt raised concerns over temporary assignments to a higher classification (TAHCs) going beyond six months. Mr. McDowell stated that the top six listed TAHCs will be removed at the end of this month; TAHC's in the Sheriff's Department will be removed after the 90-day period [per the changes to Milwaukee County General Ordinances, Chapter 17.085].

NO ACTION TAKEN ON THE ABOVE ITEM.

3. 05-24(a) From the Director of Human Resources with respect to dual employment. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13B-244)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

NO ACTION TAKEN ON THE ABOVE ITEM.

4. 05-15(a) From the Director of Human Resources relative to temporary and emergency appointments in existence and extension of existing emergency and temporary appointments. (**For informational purposes, unless otherwise directed by the Committee.)** (Tape No. 13B-246)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

Chairman Schmitt requested clarification on the assignments that began in March and April of this year, specifically Departments 8400 and 9046. Mr. McDowell stated that he sent out letters to departments describing temporary assignments. In response to a question from Chairman Schmitt regarding Department Org. 9500 – Animal Division Coordinator, begin date 2/8/05, Mr. McDowell stated that this is a very difficult position for recruiting and he hopes there will be someone on board so that this person comes off the temporary assignment.

NO ACTION TAKEN ON THE ABOVE ITEM.

5. 05-16 (a)(a) From Fiscal and Budget Administrator, submitting monthly report on implementation of 2005 hiring freeze. **(Informational, unless otherwise directed by the Committee.)** (Tape No. 13B-261)

APPEARANCES: Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

NO ACTION TAKEN ON THE ABOVE ITEM.

6. 05-534 From Corporation Counsel, submitting amendments to the Milwaukee County Ordinances, Sections 33.03(2), and 201.24(4.5) and creating Sections 33.03(5) and (6) and Section 201.24(4.10) relating to loss of Pension for fault or delinquency. **(Also to the Pension Study Commission)** (Tape No. 13B-273)

APPEARANCES: Mr. Mark Grady, Principal Assistant Corporation Counsel
Mr. Tim Schoewe, Deputy Corporation Counsel
Ms. Patty Yunk, D.C. 48, Director of Public Policy, AFSCME (Tape No. 13B-371)
Mr. Troy Hamblin, Director, Labor Relations

Mr. Grady stated that this ordinance change gives the County Board the right to define policy as it relates to the review process for denial of pension benefits based on fault or delinquency. Discussion ensued regarding: (1) deadlines for filing fault or delinquency reviews and appeals to the Personnel Review Board; (2) whether someone can resign and retain pension benefits; (3) how many people in the last five to ten years have been affected and if these employees are managers or direct line staff; (4) the number of nonrepresented employees that have been before the Personnel Review Board; and (5) how this issue will be communicated and discussed with the unions.

Mr. Grady stated that the Pension Board has a right to comment on this policy. Mr. Hamblin requested that discussion with the unions be referred to Labor Relations Division.

MOTION BY: (DE BRUIN) Refer to the Pension Study Commission for review and approval, and to the Pension Board for review and comment. Further direct the Personnel Review Board, Corporation Counsel and Labor Relations Division to review the issues raised by the Committee.
(Vote 7-0)
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

7. 05-518 From the Director of Human Resources, requesting authorization to transfer and increase funds for Davis and Kuelthau Contract. (Tape No. 13B-438)

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations
Mr. Charles E. McDowell, Director, DHR

Mr. Hamlin stated that $100,000 balance from 2001 is now roughly $30,000; about one year ago, that contract was amended for all bargaining units and interest arbitrations.

MOTION BY: (BORKOWSKI) Approve. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

8. 05-496 Resolution by Supervisor Cesarz, authorizing and directing County Board staff, the Department of Audit and the Department of Administrative Services to study methods to create a financing structure to assure a permanent solution for Milwaukee County's total fringe benefit cost obligations. (**LAID OVER; AMENDMENT BY SUPERVISOR CESARZ)** (**Also to the Committee on Finance and Audit)** (Tape No. 13B-458)

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME (against)
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

MOTION BY: (CESARZ) Amend as follows: Delete lines 20 through 27 and the word "and" on line 19; and delete lines 34 through 43. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

MOTION BY: (CESARZ) Approve, as amended. **(VOTE 6-1)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Cesarz and Schmitt (Acting Chairman)
NOES: Weishan
EXCUSED: None

9. 05-464 (a)(a) From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2006 Adopted Budget. (Tape No. 13B-614)

MOTION BY: (DE BRUIN) Approve. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

10. 05-564 From the Director of Human Resources, submitting a resolution/ordinance to authorize the Director, Department of Administrative Services, to continue the administrative and accounting procedures necessary for the operation of the Accrued Time Off Donor Program for Employees who

have exhausted all of their Accrued Sick Leave; authorizing the Director, Division of Labor Relations, to negotiate a contract or collateral agreement with various labor unions representing county employees to effectuate the intent of the program; and amending Chapter 17 of the Milwaukee County Code of General Ordinances relating to an accrued time off donor program. (Tape No. 13B-620)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

MOTION BY: (COGGS-ONES) Approve. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

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

11. 05-503 From the Transportation Superintendent, Department of Parks and Public Infrastructure, requesting authorization to abolish one vacant Airport Maintenance Worker position and create two Airport Maintenance Worker TA (temporary appointment) positions of 1,040 hours each. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (Tape No. 13B-629)

APPEARANCES: Ms. Patty Yunk, D.C. 48, AFSCME (against)
Mr. Ken Kraemer, Deputy Airport Director, GMIA

MOTION BY: (BORKOWSKI) Approve items 11, 12 and 13 (File nos. 05-503, 05-517 and 05-532. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

12. 05-517 From the Director, Department of Health and Human Services, requesting authorization to create three Energy Assistance Program Specialist positions in the Economic Support Division of the Department of Health and Human Services**. (Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

SEE ACTION UNDER NUMBER ELEVEN (11) ABOVE.

13. 05-532 From the Director, Department of Health and Human Services, requesting to abolish one position of Employee Health Analyst and create one position of Human Resources Analyst (DHHS). **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)** (Tape No. 13B-665)

SEE ACTION UNDER NUMBER ELEVEN (11) ABOVE.

14. 05-553 From the Director, Department of Administrative Services, requesting to create one position of Fiscal and Management Analyst 3 and abolish one position of Accountant 4 – Hospital in the Department of Administrative Services-Fiscal Affairs Division deployed at the Behavioral Health Division. **(Also to the Committee on Finance and Audit and Division of Human Resources)** (Tape No. 13B-681)

MOTION BY: (DE BRUIN) Approve as follows: Org. Unit 8000, Title Code 05500, one (1) position of Human Resources Analyst II, Pay Range 22M, $41,339 to 47,696 (may be underfilled at the I or 2 level in PR 17JM or 26JM). **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

15. 05-561 From the Superintendent, Parks Division, DPPI, requesting abolishment of two positions: one position of Park Unit Coordinator—Concessions and one position of Park Unit Coordinator, and creation of position of Chief of Operations—Parks in the Department of Parks, Recreation and Culture.

APPEARANCES: Mr. Charles E. McDowell, Director, DHR
Mr. Jim Keegan, Finance Manager, Parks Division
Ms. Leslie Sperber, Budget Analyst, Department of Administrative Services (DAS)
Mr. Charles E. McDowell, Director, DHR

Discussion ensued regarding the pay range, confirmation of the position by the county board and regional staffing. The report from the Division of Human Resources notes that "It has been determined that [this] classification meets the criteria required to transfer to the unclassified service. Permission is requested at this time to place this on the agenda for the next Civil Service Commission meeting for approval to transfer to unclassified service."

MOTION BY: (DE BRUIN) Approve the creation of one position of Executive Director 2 – Chief of Operations, pay range 902E. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

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

16. 05-567 From County Board Chief of Staff, regarding changes in duties of County Board staff position of Administrative Secretary-Communications Director. (Formerly File No. 05P05) (Tape No. 13B-710)

MOTION BY: (COGGS-JONES) Adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c) for the purpose of discussing a report from County Board Chief of Staff, regarding changes in duties of County Board staff position of Administrative Secretary-Communications Director. **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION:
Present: Supervisors Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)

APPEARANCES: Mr. Charles E. McDowell, Director, DHR

MOTION BY: (CESARZ) Move to direct the Director, Division of Human Resources, to do a classification study to include the following: (1) A position description and responsibilities for the position [of County Board Administrative Secretary-Communications Director]; (2) Determine how many positions report directly to the [Communications Director], both before and after reclassification; (3) What is the compensation for the position, both before and after modification(s) due to reclassification; (4) The number of overtime hours worked by the incumbent during 2004 and 2005; and (5) How many staff people under the incumbent's supervision have been terminated over the past two years. (**Vote 6-1)**
AYES: Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)

NOES: Coggs-Jones
EXCUSED: None

At the request of Supervisor De Bruin, Mr. McDowell stated that the report would be completed by the reporting deadline for the January 27, 2005 Personnel Committee meeting.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e) & (g), for the purpose of discussing the following matters. 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 said matters.

17. 05-519 From the Director, Labor Relations, requesting to ratify the 2005-2006 Memorandum of Agreement between Milwaukee County and the Federation of Nurses and Health Professionals, Local 5001. **(Also to the Committee on Finance and Audit and Pension Study Commission)**

APPEARANCES: Mr. Troy Hamblin, Director, Labor Relations
Mr. Scott Manske, Controller

MOTION BY: (DE BRUIN) Approve items 17 and 18 – the Federation of Nurses and Health Professionals and the Fire Fighters' Association (file nos. 05-519 and 05-556, respectively). **(VOTE 7-0)**
AYES: Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan, Cesarz and Schmitt (Acting Chairman)
NOES: None
EXCUSED: None

18. 05-556 From the Director, Labor Relations, requesting to ratify the 2005-2006 Memorandum of Agreement between Milwaukee County and the Fire Fighters' Association, International Association of Fire Fighters, Local 1072. **(Also to the Committee on Finance and Audit and Pension Study Commission)**

SEE ACTION UNDER NUMBER SEVENTEEN (17) ABOVE.

STAFF PRESENT: Mr. Charles E. McDowell, Director, DHR
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS
Mr. Mark Grady, Principal Assistant Corporation Counsel
Mr. Tim Schoewe, Deputy Corporation Counsel
Mr. Troy Hamblin, Director, Labor Relations

Scheduled Items (Continued):

Mr. Ken Kraemer, Deputy Airport Director, GMIA
Mr. Jim Keegan, Finance Manager, Parks Division
Ms. Leslie Sperber, Budget Analyst, Department of Administrative Services (DAS)
Mr. Scott Manske, Controller

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Adjourned: 11:30 a.m.

Maribeth Welchman
Committee Clerk

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