

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, January 27, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 14; Side A, 167 to 507

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

Scheduled Items:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

202 Chairman Schmitt commended the Committee and the Department of Human Resources for all of their hard work and effort.

The Committee took no action regarding this informational report.

4. 02-384 (a) A. From Director of Human Resources, submitting progress report regarding Human Resource System Management Committee for the period August 1, 2005 through December 13, 2005. **(Also to Committee on Finance and Audit) (INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Scheduled Items (Continued):

APPEARANCE:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

William Borja, Chief Information Officer, Information Management Services (DAS)

- 223 Mr. Morris gave a brief update of the subject report regarding progress of the project currently underway to replace the GENESYS and AIMS systems. He indicated that a number of sub-projects are involved which include the actual Human Resources payroll system, a self-service component, a time and attendance component, and a benefits component. The goal is to have the new systems fully implemented by the next calendar year.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 06-88 B. From Director of Human Resources, recommending adoption of a resolution dissolving the Human Resource System Management Committee and establishing an Implementation Oversight Committee to coordinate the implementation of the Ceridian payroll/personnel system and to serve as project liaison with the Committee on Personnel. **(Also to Committee on Finance and Audit)**

APPEARANCES:

William Borja, Chief Information Officer, Information Management Services (DAS)

Charles McDowell, Director, Human Resources

- 291 Mr. Borja explained that the original Committee was formed with the specific goal of helping analyze what was currently in place and to provide options. It is believed that the Committee has fulfilled its original mission; therefore, it is asked that that Committee be dissolved and the new Committee be established to focus on the actual implementation and monitoring of the Ceridian System as opposed to adding on to the existing Committee that was not originally formed for that purpose.

Mr. Borja went on to state that he, along with Scott Manske, the Fiscal and Budget Administrator (or designee), the Director of Administrative Services (or designee), Rick Ceschin, and Charles McDowell will sit on the new Committee.

Scheduled Items (Continued):

Questions and comments ensued.

- 331 Mr. McDowell indicated that Human Resources would provide the Committee with monthly progress reports starting in March.
- 335 Supervisor DeBruin questioned who would be tracking the financial part of the contract and ensuring that it doesn't go beyond budget parameters. Mr. Borja responded by explaining that is why Scott Manske (Controller) will be part of the Committee, DAS Fiscal will also help monitor, and the Finance Committee has requested to be kept apprised of any fiscal concerns. The goal is to stay within budget with this project. Any deviations from the targeted budget would be reflected in the monthly reports that were previously alluded to by the Director of DHR.

ACTION: (DeBruin) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

5. 05-497 An adopted resolution authorizing and directing the Director, Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(Verbal report from the Director of Human Resources)**

APPEARANCE:

Charles McDowell, Director, Human Resources

- 376 Mr. McDowell reported that the process of putting the system in is just now beginning. It is expected that in March or April, there will be a better indication of what the impact will be in terms of employees. He went on to explain that a point has been made to go to each department to meet with and talk to employees letting them know how their duties will change and what their role will be. This will continue. Mr. McDowell also stated that a major impact as it relates to jobs is not foreseen. It is anticipated that there will be some savings allowing departments to reallocate their resources to other more meaningful things in the HR area. At this point, he doesn't see any loss in any positions.

Questions and comments ensued.

Scheduled Items (Continued):

- 392 Chairman Schmitt requested the Director of DHR to clarify, through monthly reports to be submitted to the Committee regarding any efficiencies, savings, job shifting, where we are going, where the efficiencies are, and how this has changed jobs in DHR and other departments.

The Committee took no action regarding this verbal report.

6. 06-78 Ordinance by Supervisors Nyklewicz, Quindel, De Bruin and Schmitt, to amend Chapter 201.24 of the General Ordinances of Milwaukee County relating to the County contribution to the Employee Retirement System. **(Also to Committee on Finance and Audit and Pension Study Commission)**

APPEARANCE:

Supervisor Richard D. Nyklewicz, Jr., 14th District

It was noted that the Finance and Audit Committee on January 26, 2006, by a vote of 7-0 and the Pension Study Commission, on January 27, 2006 by a vote of 3-0, recommended approval of the subject ordinance as amended to include an amendment to Chapter 203 of the General Ordinances of Milwaukee County pertaining to the OBRA 1990 Retirement System of the County of Milwaukee.

- 417 Supervisor Nyklewicz began by stating that Supervisor Holloway would like to be added as a co-sponsor of this resolution. He continued that the intent of the resolution is to get the Pension Board directly communicating to the County Executive the amount necessary for the pension contribution. The County Executive can then directly communicate to the County Board, in a timely manner, what his recommendation is relative to that amount. This will streamline the process and afford for a better accountability between the appointee and the County Executive. Supervisor Nyklewicz encouraged the Committee's support.

ACTION: (Borkowski) Approve the item as recommended by the Committee on Finance and Audit and Pension Study Commission. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

Scheduled Items (Continued):

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

7. 06-44 From the Chief Judge and Clerk of Circuit Court/Director of Court Services, requesting the creation of a Program Coordinator, Domestic Violence Pretrial Monitoring position. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

It was noted that the Finance and Audit Committee, on January 26, 2006, laid over the subject matter at the request of the Department of Administrative Services.

ACTION: (Weishan) Lay over to next cycle. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

8. 06-72 From Director, Department of Health and Human Services, requesting to create two Clerical Assistant 2 positions for the Medical Assistance Personal Care Program (MAPC). **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCE:

Mr. David Eisner, President, AFSCME Local 594

- 471 Mr. Eisner spoke briefly in support of the item, and indicated that for the reasons cited in the request by the department, the Committee is also urged to support this item.

ACTION: (Coggs-Jones) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

9. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #9 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 9:45 a.m. and reconvened in open session at approximately 10:55 a.m. The roll call was taken and all Committee Members were present.

ACTION: (DeBruin) Lay item over to special meeting to be held on 02/02/06 at 9:00 a.m. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

Scheduled Items (Continued):

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

William Borja, Chief Information Officer, Information Management Services (DAS)

Charles McDowell, Director, Human Resources

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 11:00 a.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Thursday, February 2, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 14; Side A, 507 to 540

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, *Quindel, Weishan, and Schmitt (Chair)

*Supervisor Quindel was not present at the time of roll call but appeared later in the meeting.

Scheduled Items:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

1. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION: *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #1 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0*

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Weishan, and Schmitt (Chair) – 6

NOES: 0

EXCUSED: Quindel

The Committee convened into closed session at approximately 9:10 a.m. and reconvened in open session at approximately 9:20 a.m. The roll call was taken and all Committee Members were present.

Scheduled Items (Continued):

ACTION: *(DeBruin) Approve a resolution authorizing and directing the Director, Division of Labor Relations, as Milwaukee County's representative, to enter into a Consent Order with the Milwaukee Building and Construction Trades Council, provided said Consent Order is consistent with the objectives of the Personnel Committee. 7-0*

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

STAFF PRESENT:

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject resolution, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 9:30 a.m.

Adjourned,

Jodi Wapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, March 3, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 14; Side A, 542 – EOT
14; Side B, 001 – EOT

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

Scheduled Items:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCES:

Charles McDowell, Director, Human Resources
William Mollenhauer, Staff Representative, DC48, Local 1654

- A-568 Supervisor Borkowski questioned how many employees in the reclassification report are being referred to as it relates to the Economic Support Specialist position and also requested an explanation of the column on the report entitled "Reason" in which the entry "Newly assigned duties are within parameters of recommended title" appeared.

Mr. McDowell responded by stating that as far as the Economic Support Specialist position is concerned, the report is referring to three individual positions. He further explained there was a change in a federal grant and program that was brought into this area, which added to additional duties in terms of quality assurance. Because those additional duties were added, the positions were reclassified to acknowledge the fact that these jobs are now performing more work than before.

- A-590 Chairman Schmitt stated that John LaFave, Register of Deeds, contacted him regarding their Clerical Specialist position and indicated that the Union requested this particular position and asked was that unusual.

- A-593 Mr. McDowell stated that the Union has that right within the contracts.

- A598 For further clarification, Mr. Mollenhauer stated that the requestor has an opportunity, if the request is denied, to come before the Committee on appeal. He informed the Committee that the Union is not appealing this matter.

Scheduled Items (Continued):

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this item.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this item.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

William Borja, Chief Information Officer, Information Management Services (DAS)

Kelly Neemann, Project Manager, Ceridian

Linda Seemeyer, Director, Department of Administrative Services

- A-628 Mr. Borja explained that there has been a lot of progress made with this project. However, it is still in the discovery phase basically identifying all the things that would need to be programmed within Ceridian to do payroll, paid processing, and human resources (HR) processing. The flexible spending account has been implemented, in which the procedure is in the process of being finalized. The COBRA processing piece has been implemented, and now the focus is on the payroll HR piece. Mr. Borja stated that the most challenging part of the project is gathering all of the information, which in a lot of cases is not necessarily documented. Once that information is garnered, it must be validated and deciphered to determine which will be the rules implemented from those practices. He indicated that is why these phases are portrayed in red, which reflects some concern. Mr. Borja emphasized that this does not mean that things are totally bad. It is just to draw attention to the areas that could potentially impact the schedule. The discovery phase, the hardest phase in this project, is taking longer than what was originally estimated, and time has a ripple effect throughout the project. However, these timeline contingencies have been allowed for. He went

Scheduled Items (Continued):

on to state that the Committee would be kept fully informed as the process goes along so there are no surprises at the end of the project.

Mr. Borja indicated that there are concerns with these phases, but the concerns are being actively addressed. If that requires an adjustment of the timeframe in order to do this properly then that will be the recommendation. He stated that if the timeline is moved out a little bit, it will not impact the costs or the original commitment, which is to have this system up and running by the end of the year.

- A-681 Chairman Schmitt requested clarification as to whether the discovery phases are an internal problem or a Ceridian issue. Ms. Neseemann from Ceridian responded by stating that lengthening of the discovery phase is due to some difficult decisions that need to be made by Milwaukee County. It is a matter of looking at how things are done today and determining whether or not that is the way things should be done in the future or whether it is time to change current practices. However, Ms. Neseemann made it clear that this issue is not uncommon and is actually normal in their process for projects that Ceridian undertakes.

Questions and comments ensued.

- B-226 Supervisor DeBruin requested a written report from Ms. Seemeyer for the next cycle indicating efforts being made to free up individual department staff to meet and uphold the County's end of this project and what needs to be done internally within the County and DAS to ensure that the project does not veer too far off the timeline.

The Committee took no action regarding this item.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status report from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Charles McDowell, Director, Human Resources

Scheduled Items (Continued):

B-568 Mr. McDowell explained that one of the major things being done is an assessment of past practices that will no longer be continued. Those practices have become a part of jobs, and that is where the reallocation and reassessment of those practices will take place. He stated that he does not have a definite idea of all changes that will be made, but payroll clerks in the various departments will definitely be changing how they are doing their work. Mr. McDowell stated that he does not foresee the elimination of any jobs but sees a move into a more automated process of documenting payroll. Mr. McDowell indicated that by June, he should have a good handle on what the new duties will be, and at that time he will state if that will change jobs making the classifications recommended either go up, down, or stay the same. Position descriptions will be changing for a lot of employees.

Questions and comments ensued.

The Committee took no action regarding this item.

5. 05-478 An adopted resolution, authorizing and directing the Director,
(a) Department of Administrative Services (DAS) – Division of Human Resources (DHR) to develop a comprehensive inventory of positions and employees in Milwaukee County departments and in electronic format by 04/01/2006. **(VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Charles McDowell, Director, Human Resources

B-609 Mr. McDowell stated that he met with IMSD, and it was determined that Ceridian will provide a temporary fix as it relates to this information and data. Ceridian will have this information available. He indicated that he is not sure yet if a report can be made available online as to afford everyone access, but they will put together a hard document and provide this report to all Supervisors and have it available in DHR. The report will include a lot of information, and they are looking for the best media to present that information. Mr. McDowell explained that the temporary fix was determined to be the best method because they did not want to have Ceridian create a program that is not going to be used three months down the line. He stated that he would be able to present this hard document for the April cycle.

Questions and comments ensued.

The Committee took no action regarding this item.

Scheduled Items (Continued):

6. 06-151 Resolution by Supervisors Quindel and Schmitt, authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, to study the potential effect and fiscal impact relative to departmental budgets of allowing department heads to grant incremental rate step increases to ECP employees.

APPEARANCE:

Charles McDowell, Director, Human Resources

- B-659 Mr. McDowell informed the Committee that this does not just affect one department or individual. It is a Countywide issue and should be treated as such. By addressing this as a Countywide issue, it will allow identification of where the impacts are, and a fiscal note would be helpful in terms of how much it would cost and what the outcome would be to correct any inequities that exist. To do it any other way would create an inequity problem and also have possible legal implications as it relates to equal pay for equal work.

Questions and comments ensued.

ACTION BY: (Quindel) Approve. 5-2

AYES: Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 5

NOES: Cesarz and DeBruin - 2

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

7. 06-63 From Superintendent, Department of Parks, Recreation and Culture, requesting the abolishment of a Clerical Specialist (Parks) position and creation of a Contract Services Coordinator position. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

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(s). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

8. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION: *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #8 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0*

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

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

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
William Borja, Chief Information Officer, Information Management Services (DAS)
Charles McDowell, Director, Human Resources
Linda Seemeyer, Director, Department of Administrative Services
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:00 a.m. to 11:50 a.m.

Adjourned,

Jodi M. Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, April 7, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 15; Side A, 001 – EOT
15; Side B, 001 – 545

PRESENT: Supervisor Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

Scheduled Items:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCES:

Linda Seemeyer, Director, Department of Administrative Services
Emily Van Dunk, Budget Unit Manager, Dept. of Administrative Services
Charles McDowell, Director, Human Resources, DAS

- A-31 Supervisor Weishan voices concerns regarding the step increases for the Fiscal Management Analyst positions in the Department of Administrative Services.
- A-56 Ms. Seemeyer explained that the reason for this particular request is due to losing staff to similar positions in different entities offering a higher rate of salary. In order to afford the increases, the Department will hold one Fiscal Management Analyst position and one Capital Budget Analyst position vacant.
- A-116 Ms Van Dunk supported Ms. Seemeyer's statement by adding that when the request was submitted to the Department of Human Resources, it was based on information indicating that DAS was losing people to a competitive market. She stated that this request is solely based on DAS's desire to retain employees and keep their staff together at least through the upcoming budget cycle. Ms. Van Dunk also expressed some level of difficulty in recruiting for these positions. Her fiscal analysis for savings is totally based on the fact that the positions Ms. Seemeyer alluded to earlier will remain vacant which will result in spending less money on

Scheduled Items (Continued):

salaries in the coming year and because these are people who are leaving prior to retirement, they are not rolling over into any kind of health care retirement benefit that would cost the County. Questions and comments ensued.

- A-146 Supervisor DeBruin suggested that the item be laid over pending additional information and perhaps meeting with DHR and DAS to further discuss.
- A-452 Chairman Schmitt made inquiry as to other County departments that are faced with similar situations. Mr. McDowell explained that what DHR does is analyze these situations to determine the level of criticality for the function of government; and in this case, determine what is best to help Milwaukee County function. What, at this particular time, differentiates this critical need from the critical need of other departments is Milwaukee County being in the middle of developing the 2007 budget. The lack of staff will put DAS in a very difficult situation in terms of bringing in new people and trying to train them and develop a budget at the same time.
- A-590 Ms. Seemeyer indicated that because of the numerous questions raised, the request is withdrawn with the understanding that additional information will be provided to the Committee in support of DAS's request. The additional information should assist the Committee with their decision. DAS will prepare this item for the next cycle.

Due to the withdrawal of the DAS request regarding the Advancement Within the Pay Range Report, the Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this item.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this item.

Scheduled Items (Continued):

4. 06-88(a) An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

William Borja, Chief Information Officer, Information Management Services (DAS)

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

A-624 Mr. Morris indicated that progress has been made since the last report. As compared to last cycle, there are a number of areas that have transitioned from red to yellow. That is definitely an indication of forward movement. He stated that needed tasks have been completed in these areas. Referring to the report, the status of Human Resource/Payroll (HPW) Web-Discovery is listed as red. In a recent meeting that was held with the Oversight Committee, this area was transitioned to yellow also, which does require continued attention, but it's a sign of progress in that area as well.

Mr. Borja stated that the reason for progress being made is the ability to get the information needed and get it documented. That is what had to happen before Ceridian could program the new system to do the things necessary. There's been significant work in that effort. Mr. Borja referred to what was discussed at the last committee meeting and explained that there is no way to make up the total amount of time that was lost. However, there was some flexibility as long as they stayed within this current year in implementing. In that respect, they are within their timeline and within budget. He indicated that this is a priority and efforts have been increased. Even though the timeline was moved, it is within their scope. This is all a part of ensuring that everything stays on track.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 06-211 Resolution by Supervisor White, directing the Director, Department of Human Resources to review and reclassify the Superintendent of Transportation to the Director of Transportation and Public Works and the Superintendent of Parks to the Director of Parks.

APPEARANCE:

Supervisor James White, 1st District

Scheduled Items (Continued):

A-704 Supervisor White stated this resolution was something that was initially considered in a proposal for the merger of these two departments during the budget. There was an administrative request to hold off on this until after processes to dissolve the merger took place and got established. Supervisor White indicated that this is a follow-up resolution. There was an issue of finances in terms of salaries that was deferred to and resolved by the Department of Human Resources.

Questions and comments ensued.

A-728 The Chairman indicated that he would like to see this done for the May cycle.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

6. 05-353 An adopted resolution by Supervisors Devine, Johnson, Broderick and (a) Dimitrijevic, authorizing and directing a review of the number of managerial positions and the ratio of manager to worker positions within each department. **(Also to Committee on Finance and Audit) (REPORT FROM DAS - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Steve Agostini, Fiscal & Budget Administrator, DAS
Supervisor Dan Devine, 17th District

B-016 Mr. Agostini indicated that the report is self-explanatory. It's just as requested; a breakdown of the ratio by each of the County's departments.

B-024 Supervisor Devine indicated that he had originally requested this last July hoping to get this going into budget season so it could be used as a tool to evaluate top-heavy management departments and potentially look at efficiencies. It was not received in time. Even though this report is a start, it needs to go much deeper into these numbers. Supervisor Devine requested that this Committee authorize and direct DAS to go a step further and provide the entire County Board with org charts for these departments and a more detailed analysis.

The Committee agreed with Supervisor Devine requesting a follow-up report that should include an analysis and more in-depth explanations of what the numbers mean that is represented in the report provided,

Scheduled Items (Continued):

accompanied by an org chart. Mr. Agostini suggested that this request would be better directed to the departments themselves.

- B-288 Supervisor Cesarz requested specific information from staff on Chapter 17 pertaining to the policy on this matter of staffing managerial ratios, also what is in the administrative manual, if anything, that delineates our policy, what has this board previously stated about the proper way to handle it, and what the ultimate goal was. Supervisor Cesarz indicated he feels this information would be helpful in this discussion.

Questions and comments ensued.

- B-360 Mr. Agostini indicated that he would be willing to sit down with the sponsors of the resolution to ascertain exactly what information is wanted. He would then send out a questionnaire to the various departments in an effort to gather the necessary information. Mr. Agostini indicated that he should be able to have this for the Committee by the June cycle.

The Committee took no action regarding this informational report.

7. 05-478 An adopted resolution, authorizing and directing the Director,
(a) Department of Administrative Services (DAS) – Division of Human Resources (DHR) to develop a comprehensive inventory of positions and employees in Milwaukee County departments and in electronic format by 04/01/2006. **(REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- B-467 Mr. McDowell indicated that the book provided to the Committee basically has the listings of all the positions in Milwaukee County and includes different types of reports that are used in Human Resources. In an effort to try to give the Committee as much information as possible, these binders were put together. Mr. McDowell stated that a temporary solution that will meet the needs of having this electronically is working with IMSD to put this on our intranet. Each one of these reports will be accessible through the computer off the intranet. Once the Ceridian project is in effect, all of these reports will be taking on a different format and will be much more easily accessible. This is an attempt to do an interim solution while working towards the permanent one.

The Committee took no action regarding this informational report.

Scheduled Items (Continued):

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

Item #s 8, 9, and 10 were considered together.

8. 06-148 From the Sheriff, requesting authorization to abolish two Physician Assistant, one Management Assistant (Sheriff) and RN pool positions and create two Nurse Practitioner and two LPN Sheriff positions. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SEE ITEM #10 FOR COMMITTEE ACTION

9. 06-165 From Chief Information Officer, Information Management Services Division, requesting authorization to abolish three Applications Specialist 4 positions and one Record Center Supervisor position and create two Business Analyst 4 positions, one Project Coordinator (Applications) position, and one Fiscal and Management Analyst 3 position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.) (Report from County Board Staff)**

SEE ITEM #10 FOR COMMITTEE ACTION

10. 06-171 From Deputy Director, Department of Child Support Enforcement, requesting authorization to create three half-time Child Support Assistant positions in the Customer Service Call Center. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

ACTION BY: (Borkowski) Approve Item #s 8, 9, and 10. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

11. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Scheduled Items (Continued):

ACTION: *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #8 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0*

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:35 a.m. and reconvened in open session at approximately 11:10 a.m. The roll call was taken and all Committee Members were present except Supervisor Quindel, who was excused.

B-513

The Committee commended Troy Hamblin, Director, Labor Relations for the very professional and fine work that he has done on behalf of Milwaukee County. Committee members wished Mr. Hamblin the best of luck in his new endeavor.

STAFF PRESENT:

Linda Seemeyer, Director, Department of Administrative Services

Emily Van Dunk, Budget Unit Manager, Department of Administrative Services

Charles McDowell, Director, Human Resources

William Borja, Chief Information Officer, Information Management Services (DAS)

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

Steve Agostini, Fiscal & Budget Administrator, Department of Administrative Services

Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:05 a.m. to 11:20 a.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, May 12, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 15; Side B, 545 – EOT
16; Side A, 001 – EOT
16; Side B, 001 – EOT
17; Side A, 001 – 267

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, *DeBruin, Weishan, and Schmitt (Chair)

EXCUSED: Supervisor Quindel. *Supervisor DeBruin excused herself during Item #6 of the meeting for an appointment.

Scheduled Items:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Sue Black, Director, Department of Parks Recreation and Culture

15/B-564 Committee members expressed concern over Parks positions and requested justification for the reclassification of these positions.

15/B-578 Ms. Black informed the Committee that in order to afford the increases, the Department would hold positions vacant and add duties and responsibilities to the existing positions that are before this Committee for reclassification.

15/B-596 Supervisor Borkowski requested that separate action be taken on the Parks positions for full Board consideration.

15/B-598 Supervisor DeBruin moved that all items under the reclassification/reallocation portion of the report that will cost the County additional dollars in the current year or subsequent years be returned to the Department of Human Resources and the respective

Scheduled Items (Continued):

departments for follow-up reports. These reports are to come back to this Committee containing specific information identifying what funding source the department is going to reduce to break even. She later withdrew this motion.

Questions and comments ensued regarding the Sheriff's and the District Attorney's positions.

16/A-12 Supervisor DeBruin stated that for future reference, she would request that along with reclassification reports submitted, the Department of Human Resources (DHR) should produce, in writing, the end result of the analysis done by Department of Administrative Services indicating what the cost will be, if any. As far as the items that are supported by the Committee today, Supervisor DeBruin requested to have that information before board day.

16/A-132 The Chairman ordered a temporary layover to allow DAS an opportunity to provide the additional information requested.

16/B-328 After a short layover, DAS distributed the information requested by Supervisor DeBruin to the Committee for their review.

ACTION BY: (Borkowski) Deny reclassification of Parks' positions. 2-3 (Motion Fails)

AYES: Coggs-Jones and Borkowski - 2

NOES: Cesarz, Weishan, and Schmitt (Chair) – 3

ACTION BY: (Weishan) Approve reclassification of Parks' positions. 3-2

AYES: Cesarz, Weishan, and Schmitt (Chair) – 3

NOES: Coggs-Jones and Borkowski - 2

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

16/A-140 Supervisor DeBruin requested information as to whether or not the funds were included in the budget and whether or not there would be any additional costs to the respective departments.

16/A-155 The Chairman ordered a temporary layover to allow DAS an opportunity to provide the additional information requested.

Scheduled Items (Continued):

- 16/B-610 After a short layover, DAS distributed part of the information requested by Supervisor DeBruin to the Committee for their review.

Mr. McDowell informed the Committee that each individual department retains their own documentation for advancements within the pay range. However, DHR could gather that information should the Committee so desire. Chairman Schmitt indicated that this information should be forwarded to the Committee to conclude Supervisor DeBruin's request prior to the meeting of the full County Board.

The Committee took no action regarding this item.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this item.

4. 06-88(a) An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

- 16/A-210 Mr. Morris informed the Committee of two significant changes on this report that differ from the prior report. They are the movement of the Human Resource/Payroll Web (HPW) to Red and the Self Service to Green. He indicated that the primary issue they ran into at the time that this report was prepared was an issue relating to data conversion. They have since resolved that issue, and the HPW would now be reported as yellow. Mr. Morris stated that they are continuing to work specifically on the customization piece. These are areas of customization, which were identified as part of the contract. These are not additional customizations. This particular area appears to be taking a fair amount of time and has increasingly become a focus of the project. He stated that as they resolve one item, another item comes to the forefront as far as time and effort is concerned.

- 16/A-236 The Chairman suggested that the current report distributed monthly contain a little more verbiage as far as changes from one month to the

Scheduled Items (Continued):

next. A summary page would be helpful in that respect. Mr. Hughes agreed to include a summary page in the reports to follow. The Chairman indicated that he would also like a report from DAS monthly. He stated that a representative should appear to give an update.

The Committee took no action regarding this informational report.

5. 06-215 Resolution by Supervisor Mayo creating a task force on pension funding and pension alternatives to address challenges in funding the Milwaukee County Employees' Retirement System. **(Also to the Committee on Finance and Audit)**

16/A-300 Mr. Ceschin states the amendment language used by the Finance and Audit Committee.

Questions and comments ensued.

16/A-402 Supervisor Coggs-Jones moved approval and to concur with the action of the Committee on Finance and Audit regarding the amendment but later withdrew the motion.

***ACTION BY: (DeBruin) AMEND the resolution as follows:
Line #45, the date "July 1, 2006" be replaced with
"September 2006." 5-1***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, and Schmitt (Chair) – 5

NOES: Weishan – 1

ACTION BY: (Coggs-Jones) Approve the resolution as AMENDED. 3-3

AYES: Cesarz, Coggs-Jones, and DeBruin – 3

NOES: Borkowski, Weishan, and Schmitt (Chair) – 3

6. 06-244 From County Board Chief of Staff requesting an appeal of the Division of Human Resources' denial of reclassification for two County Board positions of Administrative Secretary-Executive Secretary and Administrative Secretary-Assistant to Chief of Staff.

APPEARANCE:

Terrence Cooley, Chief of Staff, County Board

16/A-556 Mr. Cooley addressed the Committee by explaining the step-by-step process he followed in requesting the reclassification for these two positions. He stated that in June of last year, a requested budget for 2006 was put together that included the reclassification of these two positions based on additional duties. It made its way to the recommended budget by the County Executive, was included in the adopted budget, and

Scheduled Items (Continued):

by the County Executive, was included in the adopted budget, and passed in November of last year. Mr. Cooley indicated that he was later informed that even though it was included in the budget, it still needed to go through the normal process of review for a reclassification. A formal request for the reclassification was submitted to the Department of Human Resources (DHR) in early January. Notification was received on March 8, 2006, that the request had been denied. Additional information was provided to DHR in support of the request on March 16, 2006. On March 30, 2006, a letter was received denying the request based on the additional information submitted.

Mr. Cooley went on to state that the reason for the request is the additional duties, which he explained in detail, these two positions have incurred. He also conducted a comparison study to other comparable positions within the County.

Based on all the information provided to the Committee, Mr. Cooley requested that the Committee approve the reclassification and reiterated that the funds were specifically included in the budget for this purpose. He also requested that, if possible, the reclassification be made retroactive to the beginning of this year.

Questions and comments ensued as to why these positions would have to go through the reclassification process if they were specifically included and accounted for in the budget. Corporation Counsel along with DAS explained.

16/B-50 Supervisor DeBruin requested a report of every reclassification from the past year that did not meet statutory guidelines and a report of reclassifications that were solely based on the fact that an employee was at the top of their pay range.

16/B-183 Supervisor Coggs-Jones stated that included in the information Supervisor DeBruin requested, she would like to see dates that address when the original request was made and when the original request was denied to show a timeframe. She also suggested that a reclassification ordinance change should be scheduled on the next Personnel agenda for the June cycle.

ACTION BY: (Coggs-Jones) Approve. 4-1

AYES: Coggs-Jones, Borkowski, Weishan, and Schmitt (Chair) – 4

NOES: Cesarz - 1

Note: Supervisor DeBruin excused herself for an appointment prior to the vote being taken.

Scheduled Items (Continued):

7. 06-151 (a) An adopted resolution by Supervisors Quindel and Schmitt, authorizing and directing the Director, Department of Administrative Services – Division of Human Resources, to study the potential effect and fiscal impact relative to departmental budgets of allowing department heads to grant incremental rate step increases to ECP employees. **(Status report due from DHR.)**

APPEARANCE:

James Eggers, Acting Director, Labor Relations

- 16/B-632 Mr. Eggers indicated that this report is in response to County Board Resolution 06-151 requesting information. The report provided to the Committee is just the facts with no recommendation. A recommendation was not requested in the resolution. He explained that the employees that are in the ECP have not moved within the salary range since May of 2001. November 2005 was the first time since 2001 that the pay ranges for these employees were adjusted, which was an increase of 2%. Mr. Eggers went on to state that there are sixty people in the non-executive director pay ranges that have not had step increases. That accounts for over 50% of the positions. As far as the executive director positions are concerned, 59 of the 67 are below the maximum of the pay range. The reason for this is that the executive directors have a minimum and a maximum. There are no steps specifically assigned to those pay ranges. They were intentionally set up in that fashion.

Questions and comments ensued.

ACTION BY: (Cesarz) Receive and place on file report dated May 4, 2006, regarding Step Increases for ECP Employees from DHR.

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and Schmitt (Chair) – 5

NOES: 0

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

8. 06-201 From Transportation Superintendent requesting authorization to abolish one Parks Safety & Training Manager position and create one Human Resources Coordinator position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

Scheduled Items (Continued):

ACTION BY: (Coggs-Jones) Approve. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and Schmitt
(Chair) – 5

NOES: 0

9. 06-230 From Director, Zoological Department, requesting authorization to increase hours of one position of Clerical Assistant 1. **(Also to the Committee on Finance and Audit and Department of Administrative Services.)**

ACTION BY: (Coggs-Jones) Concur with the Committee on Finance and Audit and approve. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and Schmitt
(Chair) – 5

NOES: 0

10. 06-232 From County Board Chairman, requesting authorization to abolish one Administrative Secretary – Information Specialist position and create one Administrative Secretary – Public Information Manager position. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Terrence Cooley, Chief of Staff, County Board

- 16/B-702 Mr. Cooley informed the Committee that basically, what is being requested is the abolishment of a position in pay range 23M and creating position in pay range 29M. As indicated in the fiscal affairs division memo, the fiscal impact for the current year on this is approximately \$7,900. Mr. Cooley indicated that he views this as being offset by the savings from the abolishment of the Communications Director position that took place in February. Mr. Cooley will provide a memo reflecting overall staffing and positions within the County Board as a department.

Questions and comments ensued.

ACTION BY: (Coggs-Jones) Concur with the Committee on Finance and Audit and approve. 4-1

AYES: Coggs-Jones, Borkowski, Weishan and Schmitt (Chair) – 4

NOES: Cesarz – 1

Scheduled Items (Continued):

Item #s 11 and 12 were considered together

11. 06-245 From Director, Parks, Recreation and Culture, requesting authorization to abolish five Forestry Worker DOT positions, one Forestry Worker position and one Parks Maintenance Worker II/In Charge, and create five Forestry Worker-DOT/In Charge positions. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SEE ITEM #12 FOR COMMITTEE ACTION

12. 06-246 From Director, Parks, Recreation and Culture, requesting authorization to abolish two Office Assistant III positions and create two Fiscal Specialist positions. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 17/A-208 Mr. McDowell informed the Committee that they would be receiving updated fiscal notes regarding these two items.

ACTION BY: (Weishan) Approve. 4-1

AYES: Cesarz, Coggs-Jones, Weishan and Schmitt (Chair) – 4

NOES: Borkowski - 1

13. 06-234 From Director, Department of Health and Human Services, requesting authorization to create one position of Quality Assurance Specialist in the Behavioral Health Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

ACTION BY: (Borkowski) Approve. 5-0

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan and Schmitt (Chair) – 5

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

14. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

Scheduled Items (Continued):

ACTION BY *(Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #8 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 5-0*

AYES: Cesarz, Cogg-Jones, Borkowski, Weishan, and Schmitt (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 11:20 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Sue Black, Director, Department of Parks Recreation and Culture

Charles McDowell, Director, Human Resources, DAS

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

Terrence Cooley, Chief of Staff, County Board

James Eggers, Acting Director, Labor Relations

Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:10 a.m. to 11:55 a.m.

Adjourned,

Jodi Wapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, June 16, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 17; Side A, 267 to 660

PRESENT: Supervisors Coggs-Jones, Borkowski, Quindel, Weishan, and Cesarz (Acting Chair)

EXCUSED: Supervisors DeBruin and Schmitt (Chair)

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

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

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

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

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

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

4. 06-88(a) An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)
Kelly Neseemann, Project Manager, Ceridian
Dr. Karen Jackson, Deputy Director, Human Resources, DAS

SCHEDULED ITEMS:

306 Mr. Morris highlighted the key changes in this report that differ from last month's report. He indicated that a number of sign-offs have been completed, which successfully close out the flex spending and self-service phases of the project. The status of the recruiting system has changed from yellow to green. The customization for the payroll personnel system has been shifted from yellow to red. Resources are being reassigned both through the County and Ceridian to try and get back on schedule with that particular issue. These customizations are key to running the payroll personnel system. Mr. Morris stated that they have also changed the phase for the time and attendance system from discovery to configuration. This simply means that they have completed gathering the requirements and are now configuring the product. The time and attendance system is actually moving to the test stage beginning Sunday, June 18, 2006.

Questions and comments ensued.

354 Supervisor Borkowski raised concerns about a letter from Milwaukee District Council 48 (copy attached to original minutes) that was distributed during the meeting.

383 The following individuals appeared to express concern regarding the implementation of the Ceridian system:
Ms. Patty Yunk, D.C. 48, Director of Public Policy, AFSCME
Mr. David Eisner, President, AFSCME Local 594

Questions and comments continued.

476 Supervisor Coggs-Jones requested information documenting how the test run went for the group selected to participate in this particular pilot referred to by Mr. Morris. The information is to include what safety net is in place for employees to ensure that they are allotted their proper time and pay in the event of a glitch in the new system. Supervisor Coggs-Jones also stated that she would like a tentative meeting schedule indicating that interaction will begin with the Union to resolve some of these issues. She explained that she does not feel comfortable going into the July cycle to receive a report back. She doesn't think any more time needs to be lost.

595 Chairman Cesarz reminded Mr. Morris and Ms. Neseemann that next month's cycle would be the mid-year anniversary for this project. He indicated that the Committee would like a mid-year report encompassing extensive detail due to that specific fact. Dr. Jackson emphasized the key areas that should be addressed in the mid-year report.

SCHEDULED ITEMS:

The Committee took no action regarding this informational report.

5. 05-497 (a) An adopted resolution authorizing and directing the Director, Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status report from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Deputy Director, Human Resources, DAS

- 620 Dr. Jackson stated that at this time, there is no additional information to provide to the Committee on this issue. She did give a brief update indicating that there have been no positions lost or anticipated to be lost at this point. This issue will be incorporated in detail into the mid-year analysis for next month.

The Committee took no action regarding this informational report.

6. 06-265 From Director, Department of Human Resources, requesting authorization to pay moving expenses for Executive Director 1 – Retirement System Manager.

- 630 **ACTION BY: (Borkowski) Approve. 5-0**
AYES: Coggs-Jones, Borkowski, Quindel, Weishan and Cesarz (Chair) – 5
NOES: 0

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

7. 06-279 From Director, Department of Health and Human Services, requesting authorization to create two Administrative Coordinator BH positions and abolish one Integrated Services Coordinator position in the Behavioral Health Division. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

SCHEDULED ITEMS:

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Dr. Karen Jackson, Deputy Director, Human Resources, DAS
James Eggers, Acting Director, Labor Relations
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:10 a.m. to 9:50 a.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, July 21, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 17; Side B, 001 – EOT
18; Side A, 001 – 691

PRESENT: Supervisor Cesarz, *Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor Coggs-Jones was not present at the time of roll call but appeared later in the meeting.

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 17/B-48 Chairman Schmitt posed a question as to when the reallocations will be implemented. Mr. McDowell indicated that they would go into effect the last pay period of July.

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE) (Additional information to be distributed at the meeting.)**

APPEARANCES:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)
Kelly Neseemann, Project Manager, Ceridian
Linda Seemeyer, Director, Department of Administrative Services

18/A-408 Mr. Morris highlighted the significant changes that have occurred since last month's report. He stated that the time and attendance system (CTA) has gone from yellow to green. They are on target to conduct the pilot for that system. Customizations have gone from yellow to red. The customizations are areas that have been previously identified, accounted for in the initial contract negotiations with Ceridian, and do not require additional funding. Their purpose is to allow Milwaukee County to process data in the same manner as processing the data with the GENESYS System.

18/A-438 Ms. Seemeyer identified problematic areas of the project, which are data conversion, customizations, and pilots. She stated that communication with the various departments is very important, so key people in each department have been chosen to basically be the point person for contact purposes.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR - INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 18/A-576 Mr. McDowell stated that they are moving ahead and finding out, in terms of retraining employees, some of the things that will change their jobs. He indicated that there has been no identification of elimination of any positions at this point. The conversion from GENESYS to Ceridian will just affect the way employees will be doing their jobs. Classifications may change down the road. Mr. McDowell stated that right now, training is the main focus.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 05-353 An adopted resolution by Supervisors Devine, Johnson, Broderick and
(a) Dimitrijevic, authorizing and directing a review of the number of managerial positions and the ratio of manager to worker positions within each department. **(PRELIMINARY REPORT FROM DAS – INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Steve Agostini, Fiscal & Budget Administrator, DAS
Supervisor Dan Devine, 17th District

- 18/A-599 Mr. Agostini informed the Committee that he and Supervisor Devine met to discuss what the appropriate format for this type of report should be. Because of formatting issues, they agreed it made sense to create a test document rather than a finished product to ensure the report contained the information wanted and needed in a format that was acceptable. He stated that pending where the Committee as a body is with this preliminary report, he would then come back with a finalized report. Mr. Agostini indicated that the document the Committee has before them today is a work in progress, and the final report will be included in the overall budget.

- 18/A-609 Supervisor Devine addressed the Committee and confirmed what Mr. Agostini previously stated. He continued by reviewing the report in detail. Supervisor Devine covered the chart explaining the various columns and what the information contained therein represented.

Questions and comments ensued.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

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):

6. 06-P-02 From Corporation Counsel and Employee Health Insurance Work Group, submitting a report on Employee Health Insurance. **(Also to the Committee on Finance and Audit) (INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCES:

William Domina, Corporation Counsel
Stuart Piltch, Consultant, Cambridge and Associates Advisory Group

- 17/B-92 Mr. Domina explained that the report submitted reveals a discussion that has been occurring over the last several weeks internally and externally analyzing the health care model that was adopted by the County effective January 1, 2006, in a contract with WPS. He stated that it became very apparent during the course of the year that the expected savings that was budgeted for in that model were not being realized, which triggered an analysis. A work group was formed between Corporation Counsel, Department of Administrative Services, Human Resources, Department of Audit, and County Board staff representatives to discuss the change and what the best course of action would be for the County in order to realize the maximum health savings.

Mr. Domina indicated that the major recommendation from the workgroup is to convert the model back to what it was prior to January 1, 2006, when the County was a self-insured organization. The use of stop-loss insurance should control the County's risk. At the same time, the County would gain significant health care savings. This would place this year's budget back on track. Mr. Domina continued by touching base upon the other recommendations provided in the report including the maintenance of the existing agreement with WPS. He stated that all changes discussed would be retroactive to January 1, 2006, so any savings from the change of the model would be effective for this year, which would help the budget. None of the recommendations made would affect co-pays, deductibles, or premiums. Mr. Domina indicated that there is no change in plan design. It is simply a contractual change between the County and WPS relative to the assessment of risk.

Questions and comments ensued.

SCHEDULED ITEMS:

The following people appeared and expressed their concerns regarding the subject item:
Ms. Marilyn Mayr
Mr. Kenneth Loeffel

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

7. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

18/A-683 ***ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #7 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 11:00 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Charles McDowell, Director, Human Resources, DAS
Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Kelly Neemann, Project Manager, Ceridian
Linda Seemeyer, Director, Department of Administrative Services
Steve Agostini, Fiscal & Budget Administrator, DAS
William Domina, Corporation Counsel
Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:05 a.m. to 12:30 p.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Wednesday, July 26, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 18; Side B, 001 – 039

PRESENT: Supervisors *Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

*Supervisor Cesarz was not present at the time of roll call but appeared later in the meeting.

Scheduled Items:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

1. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY (Coggs-Jones) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #1 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 9:15 a.m. The Committee did not reconvene back into open session.

Scheduled Items (Continued):

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:15 a.m. to 12:00 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Thursday, July 27, 2006 – 12:00 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 18; Side B, 041 – 071

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

Scheduled Items:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

1. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #1 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

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

Scheduled Items (Continued):

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 12:10 p.m. to 1:10 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, September 22, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 18; Side B, 071 – EOT
19; Side A, 001 – EOT
19; Side B, 001 – 045

PRESENT: Supervisor Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan,
and Schmitt (Chair)

ABSENT: Supervisor DeBruin

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-25(a) From County Board staff relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP) positions in the Division of Human Resources. **(Recommendations to be implemented unless Supervisor(s) object.)**

SCHEDULED ITEMS:

APPEARANCE:

Rick Ceschin, Research Analyst, County Board

- 18/B-169 Mr. Ceschin explained, at the request of the Chairman, that by ordinance when a reclassification request comes from the Division of Human Resources' Office, County Board staff reviews the matter and makes a recommendation. In this case, the Division wishes to unify the human resources manager function by eliminating the "Industries" parenthetical in the Human Resources (Industries) Manager position title. Also in 2004, there was a recommendation that positions such as this need not be at the ECP level, so it's being reclassified down. Mr. Ceschin recommended approval.

The Committee took no action regarding this item.

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCES:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

Kelly Neemann, Project Manager, Ceridian

Linda Seemeyer, Director, Department of Administrative Services

William Borja, Chief Information Officer, Information Management Services (DAS)

Charles McDowell, Director, Human Resources, DAS

- 18/B-280 Mr. Morris indicated that the most significant activities to report since the last meeting are the data conversion and the efforts to complete the requirements documents for the customization. A date for the end of this month had been set for completion of the data conversion, and they are on target for that process. They are also working on completing requirements for customizations, which is an area that has been directly affected by the loss of personnel. Work is being done diligently to get those requirements completed by the end of the month. Mr. Morris stated they will come close to reaching that date, but they are struggling to complete all those requirements. He also stated that quite a bit of work has gone into training and preparing to conduct parallel tests across the County. They have engaged a number of training sessions, which has also been expanded across the County to every payroll clerk.

- 18/B-310 Ms. Neemann agreed with what was said by Mr. Morris and stated that they are on target for the data conversion. She indicated that as of the

SCHEDULED ITEMS:

they are on target for the data conversion. She indicated that as of the first two weeks of October, the files are going to be out of the County's hands and in Ceridian's hands to do the conversion. She emphasized that this is very important and good step.

- 18/B-493 Ms. Seemeyer provided comments regarding the addendum she submitted to the Progress Report on Ceridian Implementation. She first corrected a mistake in the addendum in which she mistakenly referred to Human Relations instead of the intended Human Resources. Ms. Seemeyer then addressed the loss of staff and the effects thereof in detail. In closing, she informed the Committee that there will be a need to carryover 2006 implementation funds into 2007.
- 18/B-537 Mr. Borja provided comments regarding the addendum he submitted to the Progress Report on Ceridian Implementation. He emphasized the area of data conversion. Having those files converted by the end of this month would be one of the biggest milestones that would keep everything on track for the new timeline. There are 72 separate distinct files that contain different pieces of data from all the systems. Each record was reviewed individually, cleaned up, and verified. Mr. Borja stated that accuracy of all data is very important to not only ensure payroll is correct but for future uses of the information from being an active employee through retirement.
- 18/B-575 Mr. McDowell provided comments regarding the addendum he submitted to the Progress Report on Ceridian Implementation. His focus was on the importance of the impact that all of these changes have had on employees. The pressure and stress that employees have been placed under has not gone unnoticed.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 18/B-698 Mr. McDowell stated that they are at a point now where they have begun to identify things that are assumed will impact jobs not only in the area of payroll but in the human resources area in terms of how the system will integrate with payroll and the retirement system. He indicated that they are beginning to write down and record all of the anticipated changes. Reassignment of different positions or additional duties being added to jobs is a focus of the future. Mr. McDowell stated that at this time as far as payroll positions are concerned, there is no major shift foreseen in terms of upward or downward mobility in these positions.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-145 C. From Director, Department of Administrative Services, submitting an
(a) informational report regarding the status of the Human Resource Information System (HRIS) project and notifying of a change to the Ceridian Contract within the project budget. **(Also to the Committee on Finance and Audit) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Linda Seemeyer, Director, Department of Administrative Services

- 18/B-714 Ms. Seemeyer summarized her report by stating that the project completion date has been moved back approximately three months. In order to accomplish the necessary tasks, the Ceridian contract will be modified to retain their staff through the implementation of all modules. No additional funds are being requested. Ceridian is absorbing half the costs for their staff during the course of the additional months.

The Committee took no action regarding this informational report.

6. 06-373 From the County Executive, appointing Mr. David Karst to serve on the Milwaukee County Personnel Review Board for a term expiring October 31, 2007. Mr. Karst will fill the vacancy created by the resignation of Mr. Robert Pleva.

APPEARANCE:

Fran Rudig, Executive Assistant, County Executive's Office

SCHEDULED ITEMS:

18/B-206 Ms. Rudig introduced Mr. Karst to the Committee who provided brief comments and answered questions posed by the Committee.

ACTION BY: (Cesarz) Approve. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

7. 06-383 From Register of Deeds and District Council 48 Staff Representative requesting an appeal of the Division of Human Resources' denial of the reallocation for three Register of Deeds positions of Clerical Specialist-Register of Deeds.

APPEARANCES:

William Mollenhauer, Staff Representative, AFSCME DC48
James Eggers, Acting Director, Labor Relations

19/A-18 Mr. Mollenhauer began his comments by giving the Committee some background information on the reallocation process and how it was incorporated into union contract language. According to Mr. Mollenhauer, the interpretation of this language is if the union feels there are comparable jobs in a governmental entity that paid more than what is paid by Milwaukee County for comparable duties of work, it would result in the potential necessity for the union to come forward with a request to reallocate the position based on that economic and job duty comparability. Mr. Mollenhauer compared the Register of Deeds positions to that of Property Assessment Technician, a City of Milwaukee position. He emphasized the fact that Mr. LaFave implied, through his processing of a fiscal note and forwarding that to the Division of Human Resources, that his department could take on the added cost and would absorb the reallocation of wages for these three positions.

19/A-115 Mr. Eggers indicated that he did the initial study on the request that was made by DC48. He explained that there is a technical problem associated with this reallocation request. That being, there are four positions authorized in the Register of Deeds office. Yet, they have asked that only three of the four positions be reallocated instead of taking the entire classification of Clerical Specialist-Register of Deeds. That poses a problem. Mr. Eggers went on to state that this reallocation would not only affect this particular department but would have to be instituted County-wide. He indicated that there is not a retention issue with the positions because there are no vacancies. He also stated that there is nothing that is so unique in the duties of the position that requires the County to pay a higher rate of pay to attract people. He referred to the comparison of the Register of Deeds position Mr.

SCHEDULED ITEMS:

Mollenhauer made to the City of Milwaukee position and stressed that Milwaukee County consistently maintains internal equity and external competitiveness.

Questions and comments ensued.

ACTION BY: (Coggs-Jones) Refer item back to staff pending further information to be submitted in a report for the October cycle. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

More specifically, Supervisors would like department demographics which should include gender and race of lower level and mid-level management, the impact this reallocation would have across the board County-wide, a discussion of the comparables, and if there are any factors for collective bargaining.

8. 06-384 From Register of Deeds and District Council 48 Staff Representative requesting an appeal of the Division of Human Resources' denial of the reclassification of four positions of Fiscal Assistant I and one position of Fiscal Assistant II to Clerical Specialist.

APPEARANCES:

William Mollenhauer, Staff Representative, AFSCME DC48
James Eggers, Acting Director, Labor Relations

- 19/A-370 Mr. Mollenhauer explained the basis of this reclassification request. He stated that the duties of the five incumbents alluded to in the request are different than any other Fiscal Assistant positions in the County. The incumbents of the Fiscal Assistant positions in the Register of Deeds Office perform two particularly different duties than any other Fiscal Assistant County-wide. First is the examining of documents that involve the interpretation of whether those documents conform to State statutes, statutes that are constantly changing over time. The book that they refer to as their recording manual has changes in it dating back to 2001. Second, the Fiscal Assistants in the Register of Deeds Office are required to have notary public status. That element does not exist anywhere else in Milwaukee County for these two job titles.

Questions and comments ensued.

- 19/A-429 Mr. Eggers indicated (in ball-park figures) that if this request went through, it would be \$1,500 for the current year and approximately \$0,200 for the subsequent year. Mr. Eggers clarified that the

SCHEDULED ITEMS:

\$9,300 for the subsequent year. Mr. Eggers clarified that the recommendation that is being appealed is DHR's denial of the reclassification request of the four positions of Fiscal Assistant I, and DHR's recommendation to reclassify the one position of Fiscal Assistant II to a Fiscal Assistant I due to all incumbents doing the same duties. The recommendation to downgrade the Fiscal Assistant II would not impact the incumbent. This change would occur once the position was vacant.

19/A-451 Supervisor Coggs-Jones stated that she would like to see the original denial made by Human Resources on this item in addition to a fiscal note.

19/A-461 ***ACTION BY: (Coggs-Jones) Lay item over pending the receipt of further information. 6-0***

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

9. 05-518 From Director, Department of Administrative Services, requesting
(a)(a) authorization to amend the Davis and Kuelthau S.C. contract by an increase of \$150,000 to ensure that expenses for interest arbitration do not exceed budget and current contract limits.

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

19/A-499 Mr. McDowell explained that this request was based on the unknown as far as where the County would be in the arbitration process. Now that arbitration has begun, it is a matter of making sure that there is adequate funding for the attorneys that have been selected to represent Milwaukee County in these proceedings. This is just an extension of the current contract. The breakdown of funding needed is \$75,000 for the balance of 2006 and an additional \$75,000 for next year.

Questions and comments ensued.

The Committee agreed that clarification of the resolution was needed. Chairman Schmitt ruled the additional language inserted as a friendly amendment.

ACTION BY: (Quindel) Approve as amended with the language, "for the specific purpose of addressing the 2005/2006 contract arbitrations of AFSCME DC48 and the International Association of Fire Fighters Local 1072" to be added at

SCHEDULED ITEMS:

the end of the BE IT RESOLVED clause. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

10. 05-353 (a) An adopted resolution by Supervisors Devine, Johnson, Broderick, and Dimitrijevic 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.) (FINAL REPORT FROM DAS – INFORMATIONAL ONLY, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Steve Agostini, Fiscal & Budget Administrator, DAS

- 19/A-703 Mr. Agostini began by stating that this document will not be a part of the budget in answer to a question posed by the Chairman. He went on to state that the budget is going to contain department organizational charts that are graphically presented. Mr. Agostini did indicate that during the course of the budget if it is the desire of individual members of the Finance and Audit and Personnel Committees to see this, he would be willing to append it and provide it as they go through each departmental budget. That would not be a problem.

Questions and comments ensued.

The Committee took no action regarding this informational report.

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

11. 06-361 From Medical Examiner, requesting authorization to create a position of Operations Manager, Medical Examiner. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

19/B-001 ***ACTION BY: (Coggs-Jones) Concur with the actions of the Committee on Finance and Audit and Approve. 6-0***

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan and Schmitt (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

Item #s 12 and 13 were considered together.

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):

12. 06-P-03 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

SEE ITEM #13 FOR COMMITTEE ACTION

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

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

ADDENDUM ITEM

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):

13. 06-P-04 Status Report from the Employee Health Care Work Group on Employee Health Care Negotiations with possible action on a new contract with WPS and resolution regarding County Health Care Systems. **(Also to Committee on Finance and Audit)**

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #7 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 11:00 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Linda Seemeyer, Director, Department of Administrative Services
William Borja, Chief Information Officer, Information Management Services (DAS)
Charles McDowell, Director, Human Resources, DAS
Fran Rudig, Executive Assistant, County Executive's Office
James Eggers, Acting Director, Labor Relations
Steve Agostini, Fiscal & Budget Administrator, DAS
Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:03 a.m. to 12:00 p.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel

Chairperson: Supervisor Richard D. Nyklewicz, Jr.
Chairperson: Supervisor James Schmitt
Clerk: Delores "Dee" Hervey, 278-4230
Clerk: Jodi Mapp, 278-4073
Research Analyst: Steve Cady, 278-4347
Research Analyst: Rick Ceschin, 278-5003

JOINT COMMITTEE MEETING ON FINANCE AND AUDIT AND PERSONNEL

Tuesday, September 26, 2006 – 1:30 P.M.

Milwaukee County Courthouse - Room 203-R

MINUTES

PRESENT: (*Finance Committee Members*) Supervisors McCue, Coggs-Jones, Mayo*, Johnson, Broderick, West* and Nyklewicz (Chair)-7

*Were not present at the time the roll was taken but arrived shortly thereafter.

(*Personnel Committee Members*) Supervisors Cesarz, Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt (Chair)-7

Cassette Tape #1 SIDE A&B-EOT
Cassette Tape #2 SIDE A: 01-266

SCHEDULED ITEMS:

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

At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

1. 06-350 An adopted resolution authorizing and directing the Employee Health Insurance
(a) Work Group to develop a revised health care contract with WPS that reflects the recommendations submitted to the Committees on Finance and Audit and Personnel for review and consideration at its meetings to be held in September 2006. **(Recommendations from the Work Group)**

1-A-34 **APPEARANCES:**
Mr. Stuart Piltch, Cambridge Advisory Group (Via teleconferencing)
Mr. William Domina, Corporation Counsel
Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

SCHEDULED ITEMS (CONTINUED):

Ms. Linda Seemeyer, Director, Department of Administration
Mr. Jerome Heer, Director of Audits
Mr. Charles McDowell, Director, Human Resources-DAS
Ms. Marilyn Mayr, Milwaukee County Retiree
Ms. Nancy C. Beck-Metz
Ms. Ginny Schumann, Milwaukee County Retiree (Registered to speak but did not)

Mr. Domina explained that Mr. Piltch's flight was cancelled. He continued by advising who the members of the Employee Health Care Work Group were. They include:

Ms. Linda Seemeyer and Mr. Stephen Agostini from the Department of Administrative Services
Mr. Charles McDowell and Dr. Karen Jackson, Department of Human Resources
Mr. Jerome Heer and Mr. Doug Jenkins, Department of Audit
Mr. Steve Cady and Mr. Rick Ceschin, County Board Staff

1-A-55 Mr. Domina stated that these individuals were involved in meeting and discussing the issue that will probably have one of the largest impacts on the annual County budget, which is employee healthcare. The group is recommending that the County convert from a fully-insured model to a self-insured model with appropriate stop loss insurance. The reason for that recommendation is that the work group believes this conversion will place the County in the best long-term position over the four years of the contract beginning on January 1, 2006 to best see the lowest increase in health care cost over that period.

1-A-141 Supervisor Nyklewicz asked Mr. Domina if it was a unanimous decision of the work group to go from a fully-insured to self-insured product retroactive to January 1, 2006? Mr. Domina stated that an actual vote was not taken but based on the signatures reflected in the September 22, 2006 Employee Health Care Work Group report of all members of the Employee Health Care Work Group, it was unanimous.

1-A-146 Supervisor Nyklewicz stated for the record that it was a unanimous recommendation by all members of the work group for a self-insured product model retroactive to January 1, 2006.

Messrs. Heer, Agostini, McDowell, Cady and Ceschin also stated in the affirmative. There was no representative from the County Executive's Office.

Mr. Domina stated that Mr. Piltch has spoken to the County Executive and conveyed the same information. In addition, Mr. Domina said he has informed Mr. Eberle, County Executive Staff, that this issue is circulating and being discussed by the County Board.

SCHEDULED ITEMS (CONTINUED):

- 1-A-160 It was discussed that there are some risks and discussion ensued with questions and answers.

It was stated during the discussions that if health care costs trend at an increase of 13% per annum over the remaining three years of the four-year agreement and the insurance census remains constant, Milwaukee County could save approximately \$18 million under the self-insured model when compared to the costs associated with a fully-insured model.

Also additional drug discounts are available under the self-insured model, which equates to approximately \$2 million over the four-year agreement. Drug rebates will pass-through to Milwaukee County. Current rebates are trending at approximately \$85,000 per month. If this trend continues over the life of the agreement, it is a value to Milwaukee County of almost \$4 million.

Under a fully-insured arrangement, Milwaukee County does not own its health care data and therefore cannot fully analyze and manage the cost-drivers related to employee health insurance. Becoming self-insured, Milwaukee County will be able to take advantage of the previously established plan design changes that are limited on the fully-insured model.

During the discussion, it was stated that currently Milwaukee County lacks adequate staffing and internal capacities to analyze and manage employee health care costs.

- 1-A-310 Mr. Piltch said the fully-insured arrangement gave WPS the right to put in certain rate increases per year no matter what the claims were. If you were trending or your inflation rate was below what was to be expected or if you made some plan designed changes, the County would not get the full credit for those changes. Even if the claims year was good, there was nothing in the arrangement that precluded WPS from putting in the maximum increase. If WPS went beyond the maximum allowable increase, the way the arrangement was written, they had the right to match any offer that came in on an open bid.

Mr. Piltch further indicated that it was not a well-written document for Milwaukee County. The recommendation today has a better process because all the individuals involved have signed off. This is not what was done the last time. A decision was made somewhat in a "vacuum."

Ms. Seemeyer pointed out that Mr. Piltch and Cambridge Advisory Group provided the work-group with some assistance and observations, which were outlined in the work-group's September 22, 2006 report.

SCHEDULED ITEMS (CONTINUED):

ACTION BY: (De Bruin) An amendment to line 19 of the resolution to read as follows: “Whereas the rising cost of employee health care coverage, which is projected to be approximately ~~\$113,800,000~~–\$112,800,000 for 2006 under the fully-insured model, significantly affects the ability of Milwaukee County to provide services to the citizens of Milwaukee County;”

Also to amend line 51 of the resolution to read as follows: “Whereas, the Work Group has met to review the data surrounding employee health care and, as supported by health care consultant, Cambridge Advisory Group, is recommending that Milwaukee County convert to a self-insured model for employee health insurance in order to save County funds and further reduce the County’s health care cost exposure; and

In addition amend line 59 to read as follows: “BE IT RESOLVED, that the Department of Administrative Services-Human Resources Division, with prior approval by the employee health care Work Group, is authorized and directed to execute an amended employee health insurance contract with WPS that will convert Milwaukee County from a fully-insured employee health insurance product to a self-insured employee health insurance product, with appropriate stop loss coverage, retroactive to January 1, 2006; and”

An additional BE IT FURTHER RESOLVED CLAUSE was added as follows: “that the Employee Health Care Work Group shall continue to meet to monitor the conversion to a self-insured employee health insurance product, including the recommendations outlined in its September 22, 2006 report to successfully manage the benefit, and provide monthly status reports to the County Executive and Committees on Personnel and Finance and Audit.”

Supervisor Nyklewicz passed the gavel to Supervisor Schmitt in order for the Committee on Personnel to take action.

Vote by the Personnel Committee on the amendments: 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, De Bruin, Quindel, Weishan and Schmitt (Chair)-7

NOES: None

Discussion ensued.

ACTION BY: (Cesarz) Approve as amended. 6-1

AYES: Cesarz, Coggs-Jones, De Bruin, Quindel, Weishan and Schmitt (Chair)-6

NOES: Borkowski-1

Supervisor Schmitt passed the gavel to Supervisor Nyklewicz in order for the Committee on Finance and Audit to take action.

SCHEDULED ITEMS (CONTINUED):

ACTION BY: (McCue) Concur with the Personnel Committee to approve resolution as amended. Vote 6-1

AYES: McCue, Coggs-Jones, Mayo, Johnson, Broderick, and Nyklewicz (Chair)-6

NOES: West-1

Ms. Mayr and Ms. Beck-Metz addressed the committee relative to the change from fully-insured to self-insured.

Staff Present:

Mr. William Domina, Corporation Counsel

Mr. Stephen Agostini, Fiscal and Budget Administrator, DAS

Ms. Linda Seemeyer, Director, Department of Administrative Services

Mr. Jerome Heer, Director of Audits

Mr. Charles McDowell, Director of Human Resources

Mr. Steve Cady, Fiscal and Budget Analyst, County Board

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: 1:30 p.m. - 3:45 p.m.

Delores "Dee" Hervey

Chief Committee Clerk

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

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, October 27, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 19; Side B, 045 – EOT
20; Side A, 001 – 645

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

Human Resources indicated that for the October 27, 2006, Personnel Committee meeting cycle, there were no personnel transactions to report. The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

SCHEDULED ITEMS:

APPEARANCES:

Kelly Nesemann, Project Manager, Ceridian

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

- 19/B-105 Ms. Nesemann began by stating they have successfully implemented converted data. The Human Resource/Payroll Web (HPW) database is now populated, and the data is being audited through November 3rd. She also stated starting November 11th, Ceridian will be obtaining another file from GENEYS, so they can do test load #2. Test loads are progressing on schedule. Ms. Nesemann indicated that out of the 11 professional services programs, which are the customizations, they have 6 signed and in development. They are very close to getting the others signed. By the end of November, all professional services programs should be in development.

Questions and comments ensued.

- 19/B-227 Mr. Morris stated that the project is on track to reach some major milestones. They are currently engaged in training all employees across the County. Training of all the department-based trainers has been completed. He indicated even though data conversion is an area that has been very successful, there are issues that occur. These issues have not served to be a major roadblock at this point, and this area of the project is moving forward.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (VERBAL REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 19/B-290 Mr. McDowell stated this project is at a point where they can begin to see if there are any major changes in duties that are going to be shifting. The plan is to pull three or four payroll positions and work with these

SCHEDULED ITEMS:

positions to analyze what the changes are, if any. Mr. McDowell indicated that the Committee could expect a written report documenting these changes within the next couple of months.

20/B-300 Supervisor Weishan supported the idea of a written report stating now that it is getting to a point of actually seeing changes or shifting, he would like something in writing rather than a verbal report.

The Committee took no action regarding this informational report.

5. 06-392 Resolution by Supervisor Nyklewicz, authorizing the implementation of a grace period for Flexible Spending Account Plan participants to incur eligible expenses for reimbursement with funds deducted from employee earnings. **(Also to the Committee on Finance and Audit.)**

20/B-311 Supervisor Coggs-Jones offered some background on the resolution and informed the Committee that there is approximately 300 participants County wide in this plan. She stated that during this up-coming open enrollment period, she would like to see the department step up their efforts and promotion of the benefits of a flexible spending account.

20/B-379 Ms. Barbara Kelsey, President, Federation of Nurses and Health Professionals appeared and spoke in regards to this item.

20/B-440 Supervisor Coggs-Jones requested that the Department of Administrative Services (DAS) revisit the current contract with Ceridian on this matter, look at the options of upgrading the credit card piece, and report findings back to the Committee for the December cycle and quarterly thereafter. This request was so ordered by the Chairman.

Questions and comments ensued.

ACTION BY: (Coggs-Jones) Concur with the actions of the Committee on Finance and Audit and Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

6. 06-429 Resolution by Supervisors Holloway and Quindel creating the Health Benefits Advisory Committee to assist in development of health plans, interpret the health benefits environment, review industry trends, and serve as a County liaison to the greater community in addressing rising regional health costs. **(Also to the Committee on Health and Human Needs.)**

SCHEDULED ITEMS:

19/B-574 Supervisor Quindel provided the Committee with some background as it relates to this resolution.

Questions and comments ensued at length.

ACTION BY: (DeBruin) Amend resolution by adding the Director, Department of Administrative Services – Division of Employee Benefits to the Health Benefits Advisory Committee. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

ACTION BY: (Quindel) Approve the resolution as AMENDED. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

20/A-220 Supervisors DeBruin, Borkowski, Schmitt, and Coggs-Jones requested to be added as co-sponsors of this resolution.

7. 06-383 From Register of Deeds and District Council 48 Staff Representative requesting an appeal of the Division of Human Resources' denial of the reallocation for three Register of Deeds positions of Clerical Specialist-Register of Deeds. **(09/22/06: Referred to County Board staff for further information. Report from County Board staff dated 10/24/06.)**

APPEARANCE:

William Mollenhauer, Staff Representative, AFSCME DC48

20/A-237 Mr. Mollenhauer requests that the Committee support a layover of this matter until the December cycle to allow him time to submit a written response to the follow-up report provided by Rick Ceschin, County Board analyst.

20/A-253 Supervisor DeBruin requested that staff provide the Committee with a clear recommendation on this matter.

ACTION BY: (Coggs-Jones) Layover. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

SCHEDULED ITEMS:

8. 06-384 From Register of Deeds and District Council 48 Staff Representative requesting an appeal of the Division of Human Resources' denial of the reclassification of four positions of Fiscal Assistant I and one position of Fiscal Assistant II to Clerical Specialist. **(09/22/06: Laid over pending further information. Report from DHR dated 09/28/06 and a fiscal note prepared by the Register of Deeds.)**

APPEARANCE:

William Mollenhauer, Staff Representative, AFSCME DC48

- 20/A-240 Mr. Mollenhauer indicated the Register of Deeds and District Council 48 would like to withdraw this request for appeal.

The Committee took no action regarding this item.

9. 06-418 From Director, Department of Human Resources-DAS, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for the position of Labor Relations Director for not more than 90 days.

APPEARANCE:

Linda Seemeyer, Director, Department of Administrative Services

Questions and comments ensued regarding candidates to fill this position on a permanent basis.

ACTION BY: (Borkowski) Approve. 6-1

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, and Schmitt (Chair) – 6

NOES: Weishan - 1

10. 06-350 Status Report from the Employee Health Care Work Group on Employee Health Care. **(Also to the Committee on Finance and Audit.)**
(a) **(INFORMATIONAL UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Jerome Heer, Director, Audit

- 20/A-525 Mr. Heer informed the Committee that the contract with WPS has been finalized to convert back to the self-insured model. He stated they have been working with the consultant to ensure there is adequate and proper stop loss in place under the self-insured plan. Health care costs are being monitored very closely to make for better budgeting for the coming year.

SCHEDULED ITEMS:

Communication during open enrollment is also a priority, according to Mr. Heer, to make sure that employees are encouraged to do the right thing for themselves, the County, and the taxpayers. He went on to state Mr. Piltch, Consultant, Cambridge and Associates Advisory Group, is helping to undertake the process of getting control of the County's data, which will be the foundation for everything that is done from this point on. He indicated that the work group has also been involved in making sure the framework is in good shape as it relates to the County Board Chairman's amendment that was adopted to create a new division.

The Committee took no action regarding this informational report.

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

11. 06-361 Report referred, 9/28/06, approving the creation of one position of Operations Manager and to abolish one position of Administrative Manager-Medical Examiner and one position of Investigative Coordinator (within the Medical Examiner's Office). **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.) (Both Committees on Finance and Audit & Personnel previously recommended approval of the said classification and rate of pay as recommended by the Division of Human Resources.)**

APPEARANCE:

Dr. Jeffrey Jensen, Medical Examiner, Medical Examiner's Office

- 20/A-562 Dr. Jensen explained that this request is part of an office reorganization plan in lieu of pending budget deficits and budgetary concerns. In keeping with that attempt to reorganize their office, a management position was cut, and the duties of that position were spread throughout the office. The management position affected was the position of investigative coordinator. This individual was laid off in June. The savings anticipated from this action are approximately \$16,000 in 2006 and approximately \$70,000 in 2007. The individual who was laid off was bumped from the position by a transfer.

Mr. Jensen went on to state that to maintain their frontline service personnel, a management position was taken. This is a department where customer service is a priority.

Questions and comments ensued.

SCHEDULED ITEMS:

ACTION BY: (Borkowski) Approve. 6-1

AYES: Cesarz, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 6

NOES: Coggs-Jones – 1

12. 06-375 From the Director, Department of Transportation and Public Works, requesting authorization to abolish one position of Airport Maintenance Worker (Seasonal) 1044 hours and create two positions of Airport Maintenance Worker 1044 hours each. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

ACTION BY: (DeBruin) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

13. 06-P-05 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #7 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 10:40 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

Charles McDowell, Director, Human Resources, DAS

Linda Seemeyer, Director, Department of Administrative Services

Jerome Heer, Director, Audit

Dr. Jeffrey Jensen, Medical Examiner, Medical Examiner's Office

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 12:00 p.m.

Adjourned,

Jodi Wapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, December 8, 2006 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 20; Side B, 001 – EOT
21; Side A, 001 – 258

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

SCHEDULED ITEMS:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-15(a) From Director, Department of Human Resources, relative to requests to the Civil Service Commission regarding determination of whether a position will be in the “classified” or “unclassified” service. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

5. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

APPEARANCES:

Kelly Neemann, Project Manager, Ceridian
Hugh Morris, Business Systems Project Manager, IMSD (DAS)
William Borja, Chief Information Officer, Information Management Services (DAS)

20/B-200 Mr. Morris indicated that the professional services discovery portion of the project is currently in the process of being completed. Thus far, eight out of eleven items have been completed. Only one of the outstanding items has been determined to be required to run payroll. In addition, an extended effort has been put forth to convert data. The first conversion has been completed and the second was started. At the end of that conversion, an audit of the information is conducted to determine if they have accurately converted the data from the current system to the new system. Mr. Morris stated the audit process will start the last week of December.

20/B-238 The Committee expressed their constant concern regarding the timeline of this project. Mr. Borja emphasized how important accuracy is when dealing with payroll. He stated that it would not be good to be in a situation where you spend endless time after the fact trying to fix glitches at a time when it is directly impacting people's pay checks. Mr. Borja went on to state that because they have the ability to delay the project without a significant fiscal impact, they would like to make sure things are as accurate as possible, which should allow for the least amount of disruption.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of**

SCHEDULED ITEMS:

DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

APPEARANCE:

Charles McDowell, Director, Human Resources, DAS

- 20/B-598 Mr. McDowell stated that as a result of the training that has begun to take place, they are beginning to get an idea of how much time people are going to be spending on the system and the complexities associated with such. Human resources coordinators within the various departments are going to start analyzing the duties of individuals who spend at least 50% of their time doing payroll as they become online. Position descriptions for these jobs will be updated now as opposed to later on down the road in order to capture any changes as they take place. Mr. McDowell indicated that once that is done and it is determined what the impact is on positions, those positions will be brought back before the Committee with a formal recommendation as to any major changes. He stated that approximately 160 positions are affected with about 60 of those positions identified as being positions that spend 50% or more of their time on payroll work.

The Committee took no action regarding this informational report.

6. 06-434 From County Executive, appointing Dr. Sarah Wilder Peck to serve on the Milwaukee County Pension Board to fill the vacancy created by the resignation of Walter Lanier for a term expiring April 30, 2008.

APPEARANCE:

Fran Rudig, Executive Assistant, County Executive's Office

- 20/B-37 Ms. Rudig introduced Ms. Wilder Peck to the Committee, who provided brief comments.

ACTION BY: (Quindel) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

7. 06-392 Resolution by Supervisor Nyklewicz, authorizing the implementation of a grace period for Flexible Spending Account (FSA) Plan participants to incur eligible expenses for reimbursement with funds deducted from employee earnings. (10/27/06: Chairman requested report from Department of Administrative Services (DAS) that provides information (a)

SCHEDULED ITEMS:

on the current contract with Ceridian and a quarterly report on options for upgrading the credit card piece of the plan.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)

APPEARANCE:

Hugh Morris, Business Systems Project Manager, IMSD (DAS)
Kevin Winter, Ceridian

20/B-634 Mr. Morris stated that in order for this program to be successful, there has to be ongoing communication for the program specifically targeting participants and to future participants. He indicated there are aspects of this program which are difficult for people to grasp. The concept that there's money deducted from your check, but you still pay for an item gives people the impression that they've actually spent money twice on the same item. In reality, there is a tax benefit to be gained, but it is a deferred benefit. To successfully participate in the program, you must save your receipts, which is a discipline not necessarily everybody can execute.

Mr. Morris informed the Committee that the intention now is to continue to try to work with participants and have continuous communication so that they may use the system to its fullest extent and on a very consistent basis. The system has shifted from a system where information was distributed through the mail to a system which presents that information through the internet, which is an adjustment for people. It is now just a matter of finding a way to provide support to current participants, encourage others who are interested to join, and help people realize the benefit of the program.

Questions and comments ensued.

20-B-692 Mr. Winter indicated that that the statistics that Milwaukee County is facing regarding FSA utilization are not too dissimilar nationwide. The average enrollment is 10.9%, and this is in comparison to organizations with roughly the same makeup as Milwaukee County. Ceridian's highest utilization rate for their top 25 clients is 23%. He stated that percentage tends to be more of what you see with financial institutions that are pure white collar environments. Milwaukee County right now is close to that average percentage rate. Mr. Winter when on to emphasize the importance of continuing education and providing tools that enable people to utilize this program.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

8. 06-383 From Register of Deeds and District Council 48 Staff Representative requesting an appeal of the Division of Human Resources' denial of the reallocation for three Register of Deeds positions of Clerical Specialist-Register of Deeds. **(10/27/06: Laid over pending report from DC48.)**

20/B-717 Supervisor DeBruin requested a report back from Corporation Counsel or Labor Relations or both regarding the possibility of grievances or arbitration arising from this item.

ACTION BY: (Borkowski) Lay over to the Call of the Chair. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

9. 06-441 From the Director, Department of Health and Human Services, requesting authorization to dual fill one position of Executive Director 1 Bureau Administrator Economic Support Services Division.

APPEARANCE:

Rob Henken, Director, Department of Health and Human Services

Questions and comments ensued.

21/A-45 **ACTION BY: (Borkowski) Approve. 7-0**

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

10. 06-395 From the Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2007 Adopted Budget.

21/A-56 **ACTION BY: (DeBruin) Approve. 7-0**

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

11. 06-469 From Principal Assistant Corporation Counsel, requesting authorization to negotiate and execute a personal services contract with Cambridge Advisory Group, LLP, for comprehensive analysis of structure, design and administration of health care coverage and other employee benefit programs provided to Milwaukee County employees.

SCHEDULED ITEMS:

APPEARANCE:

William Domina, Corporation Counsel

21/A-75 Mr. Domina explained that this is a request to continue the relationship that's been established with consultant, Stuart Piltch, through Cambridge Advisory relative to accessing the health care benefit strategies that will assist the County in terms of its labor discussions coming up with unions for the 2007-2008 contract period. It also enables the continuation of the assessment of other benefit programs that are supported by tax levy to help discover where there may be efficiencies that could be garnered. The contract also allows for assistance with the transition of the new benefits division.

21/A-103 Mr. Ken Loeffel appeared and provided brief comments in regards to this item.

Questions and comments ensued.

ACTION BY: (Cesarz) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

12. 06-350 Status Report from the Employee Health Care Work Group on Employee
(a) Health Care. **(Also to the Committee on Finance and Audit.)
(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
COMMITTEE)**

APPEARANCE:

William Domina, Corporation Counsel

21/A-156 Mr. Domina stated that the Workgroup has continued to look at the transition that occurred with the conversion to self insurance. The belief is that it is tracking based upon the estimates that were made before the transition was adopted. There is a cost, as was identified in 2006. That cost should be absorbed, and there will be a cost savings in reduction in increases that will be to the benefit of Milwaukee County over the second and third year of the contract with WPS.

In addition, the Workgroup is monitoring the implementation of self-insured status pursuant to County Board direction that it be done with appropriate stop/loss coverage. That stop/loss coverage is occurring. Mr. Domina indicated that Cambridge has recommended that there be the continuation of stop/loss, that it be at certain levels, and that there be a limitation of a lifetime cap. Cambridge does not believe a lifetime cap

SCHEDULED ITEMS:

is a risk to Milwaukee County. They are also recommending the removal of the post 65 Medicare eligible retirees from the stop/loss quo because they believe that they are being unnecessarily insured due to being a group that will be unlikely to meet the stop/loss levels.

Questions and comments ensued.

The Committee took no action regarding this informational report.

Item #s 13 and 14 were considered together.

13. 06-443 From the Employee Retirement System Manager, requesting authorization to reclassify one position of Clerical Specialist to Administrative Specialist-Human Resources. **(Report from County Board Staff)**

SEE ITEM #14 FOR COMMITTEE ACTION

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

14. 06-444 From the Employee Retirement System Manager, requesting authorization to abolish one position of Administrative Specialist-Retirement Systems and create one position of Administrative Specialist-Human Resources. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.) (Report from County Board Staff)**

21/A-242 ***ACTION BY: (DeBruin) Lay over to the Call of the Chair Item #s 13 & 14. 7-0***

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

15. 06-P-06 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

SCHEDULED ITEMS:

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #7 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 10:40 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
William Borja, Chief Information Officer, Information Management Services (DAS)
Charles McDowell, Director, Human Resources, DAS
Fran Rudig, Executive Assistant, County Executive's Office
Rob Henken, Director, Department of Health and Human Services
William Domina, Corporation Counsel
Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:05 a.m. to 12:00 p.m.

Adjourned,

Jodi Kapp

Committee Clerk

Committee on Personnel

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

SPECIAL MEETING OF THE COMMITTEE ON PERSONNEL

Thursday, December 21, 2006 – 1:30 p.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 22; Side A, 001 to 301

PRESENT: Supervisors Cesarz, *Coggs-Jones, Borkowski, Weishan, and Schmitt (Chair)
EXCUSED: Supervisors DeBruin and Quindel

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

Scheduled Items:

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

1. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCE:

William Domina, Corporation Counsel

016 Chairman Schmitt explained the reason for the special meeting was to ensure that everyone is informed that there has been extensive attempts by all parties involved to resolve the collective bargaining issues and come to an agreement. He went on to state what could be discussed in Open Session is limited due to litigation.

132 Mr. Domina stated that two meetings recently took place on Monday and Tuesday, December 18th and 19th, 2006. He indicated that discussions were lengthy but productive. A number of issues were discussed, and the ultimate goal was to come up with a package that

Scheduled Items (Continued):

could be presented for recommendation.

Questions and comments ensued.

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

AYES: Cesarz, Coggs-Jones, Borkowski, Weishan, and Schmitt (Chair) – 5

NOES: 0

The Committee convened into closed session at approximately 1:45 p.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

William Domina, Corporation Counsel
Rick Ceschin, Research Analyst, County Board
Maribeth Welchman, Committee Clerk

This meeting was recorded on tape. Committee files contain copies of the subject resolution, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 1:30 p.m. to 3:30 p.m.

Adjourned,

Jodi Kapp

Committee Clerk
Committee on Personnel