

Chairman Supervisor Robert Krug

Committee Clerk Ms. Maribeth Welchman, 278-4226

Research Analyst Mr. Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL

Friday, January 14, 2000; 9:00 a.m.

Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 9, Side A, No. 001 to end of tape

PRESENT: Supervisors Borkowski, Bailey, Czaja, Schmitt, and Krug (Chairman)

EXCUSED: Supervisors Zielinski (later present), and DeBruin (later present)

Scheduled Items:

1. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES.)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

MOTION BY: (BORKOWSKI) Refer [the positions under Parks, 9175] title code 4050, Horticulturist II (first page of the reclass report) back to the Department of Human Resources.

NO OBJECTIONS; SO ORDERED.

NO FURTHER ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES.)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES.)**

9A-028 APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES.)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 00-40 From Director of Human Resources, requesting authorization to submit an application to the Private Industry Council to allow Milwaukee County to participate in the 2000 Step-Up Summer Youth Employment Program.

APPEARANCES: Mr. Gary Dobbert, Director, DHR

9A-049 Supervisor Zielinski present.

MOTION BY: (BORKOWSKI) Approve. (Vote 6-0)

AYES: Borkowski, Bailey, Zielinski, Czaja, Schmitt, and Krug
(Chairperson)

NOES: None

EXCUSED: DeBruin

6. 00-58 Resolution and Ordinance by Supervisors Zielinski, Czaja, Quindel and others, requiring that each private employer that enters into a contract with Milwaukee County for the provision of professional, health care or similar services worth \$250,000 or more agree to a lawful, nonconfrontational process for its workers to form or select and participate in a labor organization (the "Card Check Agreement") and, further, requiring that the labor organization seeking to represent the workers of such an employer agree to settle disputes during organizing campaigns without strikes or picketing. (Communication from Metropolitan Milwaukee Association of Commerce dated January 14, 2000.)

9A-135 APPEARANCES: Dr. Rolan Womack, Progressive Baptist Church, speaking in support

9A-186 Ms. Dee Reynolds, Campaign for a Sustainable Milwaukee, speaking in support

9A-212 Ms. Natalie Werstein, speaking in support

9A-268 Ms. Verlynda Ivory, ATU Local 998, speaking in support

9A-320 Mr. John Goldstein, Milwaukee County Labor Council, speaking in support

9A-362 Mr. Marcus White, Interfaith Conference, speaking in support

9A-246 Supervisor DeBruin present.

The following registration cards were submitted to the Chairman:

Mr. Kenneth P. Greening, Plumber Local #75 (support)

Mr. Ron Rutkowski, USWA 1114 (support)

Mr. Gerald Gunderson, USWA Local 1527 (support)

Ms. Candice Owley, WFN & HP (support)

Mr. Douglas Cunlon, Machinist Union (support)

Ms. Steve Capery, SEIU Local 150 (support)

Mr. Oliver R. Haase, Allied Council of Senior Citizens (support)

Mr. Ronald J. Salmon, UAW Brewery/ Workers #9 (support)

Ms. Regina Williams, Faith Community for Worker Justice (support)

Ms. Therese Van Thull, Faith Community for Worker Justice (support)

Mr. Russell R. Retzack (support)

Mr. Robert W. Peter, UAW Local 438 (support)

Mr. Matthew Brusky, Wis. Fed. of Nurses (support)

Ms. Jessica Angus, WI Federation of Nurses & Health Professionals
(support)

Mr. Robert Kraig, SEIU, Wisconsin State Council (support)

Ms. Stephanie Bloomingdale, Federation of Nurses (support)

Mr. Larry Marx, Wisconsin Citizen Action (support)

Denal Crawford, AFSCME 1654, Chief Steward (support)

Ms. Penni Secore, AFSCME (support)

Mr. Alan W. Walker, Local 19806 (support)

Ms. Mary Hawkins, AFSCME Local 1954 (support)

Clairborne Hill, WFNHP (support)

G. Florez, 19806 UALU Steelworkers (support)

Ms. Annie Wacker, AFSCME (support)

Mr. Willie D. Ellis, Operating Engineers 139 (support)

Mr. Howard Myers, Sheidman & Myers

Mr. Dave Schall (support)

Mr. Brent Emons, Ironworkers #8 (support)

Mr. John Jorgensen, Painters Union 781 (support)

Mr. Allan Leider, IUOE 139 (support)

Ms. Patricia Olszewski (support)

Lee Henderson, AFSCME Local 594 (support)

Mr. William E. Johnson, Director, Campaign for Sustainable Milwaukee (support)

Mr. Grant D. Waldo, Wis. Council of Senior Citizens, Milwaukee Public Enterprise Committee (support)

Mr. Patrick Kickey, Hotel Employees Restaurant Employees Union (support)

Mr. Mark R. Fiene, Amalgamated Transit Union, Local 998 (support)

Ms. Carol Beckerleg, Wis. Federation of Nurses (support)

Mr. Jerry Kosposri, HORG 122 (support)

Mr. Mark Sweet (support)

Mr. Sam Gallo, HERE, Local 122 (support)

Ms. MaryAnn Ebert, Local 122 (support)

9A-549 **MOTION BY: (BORKOWSKI)** Refer to County Board staff to work with department administrators to determine what possible contract administration and/or delivery of service impacts may occur as a result of adopting this resolution/ordinance and to report back with any concerns or recommendations when sufficient information has been gathered.

9A-552 **MOTION BY: (ZIELINSKI)** Direct that a status report is submitted in 60 days. **(Supervisor Borkowski accepted as a friendly amendment.)**

9A-563 **MOTION BY: (CZAJA)** Direct that an informational report is submitted in 60 days. **(Supervisor Borkowski accepted as a friendly amendment.)**

Supervisor DeBruin offered the following concerns, and directed that County Board staff contact all County Board Supervisors regarding their input, questions and concerns [relative to the resolution/ordinance].

(1) How can government assist the individual in this process without jeopardizing the individual's right to a private vote;

(2) What is happening in the rest of the county;

(3) What other options are available;

(4) Is there another appropriate way for government to be involved [especially in a situation where people lose their jobs];

(5) What are the service impacts;

(6) What do national labor organizations feel are their options and why did they chose a [particular] option; and

(7) What are the legal ramifications to Milwaukee County.

(Supervisor Borkowski accepted as a friendly amendment.)

Chairman Krug directed that an informational report be provided to the Committee on Personnel in time for the March, 2000 meeting cycle.

VOTE ON MOTION TO REFER, AS AMENDED: 7-0

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug
(Chairperson)

NOES: None

EXCUSED: None

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

7. 99-602 From Director, Department on Aging, requesting the abolishment of one position of Clerk Typist III and the creation of an Administrative Assistant II position. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)** (LAID OVER BY FINANCE AND PERSONNEL COMMITTEES 12/99)

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Mr. Dobbert explained that the pay range listed on the December 10, 1999 report from the Department of Human Resources should read: Pay Range 13M, \$27,544, not \$755445.

9A-051 **MOTION BY: (BORKOWSKI)** Approve items 7, 9 and 10 (File Nos. 99-602, 00-43 and 99-289(a)(a)). **(Vote 6-0)**

AYES: Borkowski, Bailey, Zielinski, Czaja, Schmitt, and Krug
(Chairperson)

NOES: None

EXCUSED: DeBruin

8. 00-41 From the District Attorney, requesting the creation of one position of Clerk Typist III, effective February 1, 2000, for entry of case data into the JIMS computer system on Children in Need of Protection (CHIPS) and juvenile delinquency cases at the Children's Court Center. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**

APPEARANCES: Mr. Jim Martin, District Attorney's Office

Mr. Gary Dobbert, Director, DHR

9A-120 **MOTION BY: (BAILEY)** Approve. **(Vote 4-2)**

AYES: Bailey, Zielinski, Schmitt, and Krug (Chairperson)

NOES: Borkowski, and Czaja

EXCUSED: DeBruin

9. 00-43 From Clerk of Circuit Court, requesting the creation of one position of Program Coordinator (Judicial Oversight Initiative) in the County Funded State Court Services to allow Milwaukee County to manage the U.S. Department of Justice grant in the most efficient and productive manner. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**

See action under number seven (7) above.

10. 99-289 (a)(a) From Clerk of Circuit Court, requesting the creation of one

Pro se Coordinator position and one Interpreter Coordinator position in the County Fund State Court Services for the purpose of improving the operational effectiveness of the court process. **(Also to the Committees on Finance and Audit, and Judiciary, Safety and General Services, and Departments of Administration and Human Resources.)**

See action under number seven (7) above.

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STAFF PRESENT: Mr. Gary Dobbert, Director, DHR

Mr. Hank Zielinski, Director, Labor Relations

Robert Murphy, Senior Research Analyst

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

Adjourned: 12:00 p.m.

Maribeth Welchman
Assistant Committee Clerk

Chairman Supervisor Robert Krug
Committee Clerk Ms. Maribeth Welchman, 278-4226
Research Analyst Mr. Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL

Friday, February 11, 2000; 9:00 A.M.

Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 9, Side B, No. 001 to end

PRESENT: Supervisors Borkowski, Bailey, Czaja, Schmitt, and Krug (Chairman)

EXCUSED: Supervisors Zielinski (later present) and DeBruin (later present)

Scheduled Items:

1. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Ms. Patti Yunk, District Council 48

Mr. Barry Bateman, Airport Director

Mr. James Kerr, Airport

Mr. Hank Zielinski, Director, Labor Relations

Mr. William Heinemann, Director, Department of Public Works

Ms. Jertha Ramos-Colon, Deputy Director of Human Resources

Ms. Minnie Linyear, Human Resources Manager, House of Correction

Supervisor Jim Schmitt, Twentieth District

9B-020 Ms. Yunk stated that the position of horticulturist is going to the new reclassification designated as a 24M outside of the bargaining unit. She said it would be the position [of the union] that we reserve the right to review that job description to see if it should be outside of the bargaining unit.

9B-040 Mr. Zielinski stated that after the position has been created and the pay range set, all the classifications are reviewed in Labor Relations with District Council 48 to determine whether or not they are in the bargaining unit, and this

process will still occur.

9B-055 Mr. Kerr stated that the reallocation for operational manager positions at the airport has been reviewed in comparison to average, national salaries for these types of positions. He said that the survey was of 710 airports larger than Mitchell International and 710 smaller, and everything was done to compare similar airports. He said the salaries need to be reallocated because of retention issues.

Supervisor Bailey stated that the County also needs to look at the top end of our structure [Executive Compensation Positions] because comparing Mr. Bateman's compensation with other airports of the same size, his salary is well below average; however, he is a valuable resource to the airport. He said that the County needs to pay attention to these things and also suggested looking at the contributions of the airlines and their interest in having the airport run in an efficient manner. Mr. Heinemann stated that two years ago all the ECP positions were reviewed by a consultant and that resulted in no change to any ECP positions. Supervisor Bailey requested that the department look into this concern and see what can be done.

9B-120 **MOTION BY: (CZAJA)** Move to request that the County Board authorize and direct a study be made of upper airport management positions [airport directors and managers] in comparison to other markets of comparable-size airports to determine if there should be adjustments.

Ms. Ramos stated that it is important at this time that the Department of Human Resources look at the positions and do both internal and external comparisons; she said that the department will provide the Committee with a report.

Supervisor Czaja stated that the airport needs to be looked at as a unique entity within County government.

Upon hearing no objections, the Chairman so ordered the study to be done by the Department of Human Resources.

NO FURTHER ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE

ITEM.

4. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE

ITEM.

5. 00-26(a) Report from the Director of Human Resources listing positions which he intends to transfer from the classified to the unclassified service. **(FOR INFORMATIONAL PURPOSES)**

The Director of Human Resources did not submit a report for the above item.

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE

ITEM.

6. 00-70 From the County Executive, appointing Francia M. Evers to the Milwaukee County Personnel Review Board for a term expiring October 31, 2002. Ms. Evers is filling the unexpired term of Fred Knox who has resigned.

Chair Krug stated that the County Executive withdrew the above appointment.

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE

ITEM.

7. 00-15(a) Recommendation from the Civil Service Commission relative to six-month extension of existing emergency and temporary appointments originally made between October 1 and November 30, 1999.

APPEARANCES: Mr. Hank Zielinski, Director, Labor Relations

MOTION BY: (BORKOWSKI) Approve. (Vote 7-0)

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7

NOES: None

EXCUSED: None

8. 00-74 From Director of Human Resources, recommending approval to amend Chapter 17.09 of the County General Ordinances to facilitate appointments at any step of a pay range.

APPEARANCES: Mr. Robert Ott, Milwaukee County Corporation Counsel

Mr. Hank Zielinski, Director, Labor Relations

Ms. Patti Yunk, District Council 48

MOTION BY: (BORKOWSKI) Approve items 8 and 10 (File Nos. 00-74 and 00-118).

Supervisor DeBruin stated her concerns regarding the fiscal note. Chairman Krug stated that it is a friendly amendment to do the fiscal note required for this item.

MOTION BY: (CZAJA) Separate action on item 8 (File No. 00-74).

VOTE ON MOTION TO APPROVE ITEM 8 (FILE NO. 00-74):

(Vote 6-1)

AYES: Borkowski, Bailey, Zielinski, DeBruin, Schmitt, and Krug (Chairperson) - 6

NOES: Czaja - 1

EXCUSED: None

VOTE ON MOTION TO APPROVE ITEM 10 (FILE NO. 00-118):

(Vote 7-0)

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7

NOES: None

EXCUSED: None

9. 00-73 From Corporation Counsel, requesting to have the health insurance ordinance amended to guarantee certain Milwaukee County employees who left county service and went to work for United Regional Medical Services (URMS) that their time of service with URMS would count towards their 15 years of service for retiree health benefit.

APPEARANCES: Mr. Robert Ott, Milwaukee County Corporation Counsel

9B-485 Supervisor Bailey requested that staff review the fiscal note on this matter.

MOTION BY: (BORKOWSKI) Approve. **(Vote 6-0)**

AYES: Borkowski, Bailey, Zielinski, DeBruin, Schmitt, and Krug (Chairperson) - 6

NOES: None

EXCUSED: Czaja - 1

10.00-118 From the Director of Human Resources, requesting adoption of a resolution/ordinance to permit a new employe to utilize one week of vacation after six months of service and an additional week after completion of one full year of service.

**SEE ACTION TAKEN BY THE COMMITTEE ON ITEM NO. 8
ABOVE.**

11.00-124 From the Director, Department on Aging, requesting authorization to double-fill one position for a five-week period. (REPORT FROM THE DIRECTOR, DEPARTMENT OF HUMAN RESOURCES)

Chairman Krug stated that the Department requested to withdraw the above request.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE **(the following items have also been referred to the Committee on Finance and Audit and Departments of Administration and Human Resources):**

12.00-62 From Director, Department of Human Services, requesting the abolishment of 12 Economic Support Specialist positions and the creation of 10 Quality Assurance Technicians to reduce the existing claim backlog, increase the number of claims on CARES and increase collections on overpayment cases.

APPEARANCES: Mr. Ralph Hollmon, Director, Department of Human Services

Mr. Hank Zielinski, Director, Labor Relations

Ms. Patti Yunk, District Council 48

9B-500 **MOTION BY: (BORKOWSKI)** Lay over item 12 to be consistent with the Finance Committee action.

NO OBJECTIONS; SO ORDERED.

MOTION BY: (BORKOWSKI) Approve items Nos.13 (File No. 00-63), 14 (File No. 00-82), 15 (File No. 00-81), 16 (File No. 00-83), 18 (File NO. 00-78) and 19 (File No. 00-79). **(Vote 7-0)**

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7

NOES: None

EXCUSED: None

9B-650 **MOTION BY: (CZAJA)** Reconsider item number twelve,

File No. 00-62. **(Vote 4-1)**

AYES: Zielinski, Czaja, Schmitt, and Krug (Chairperson) - 4

NOES: DeBruin - 1

EXCUSED: Borkowski and Bailey – 2

APPEARANCES: Mr. Ralph Hollmon, Director, Department of Human Services

Discussion ensued regarding the ten quality assurance technician positions.

10A-010 **MOTION BY: (CZAJA)** Approve [classification and rate of pay].
(Vote 4-1)

AYES: Zielinski, Czaja, Schmitt, and Krug (Chairperson) - 4

NOES: DeBruin - 1

EXCUSED: Borkowski and Bailey – 2

13.00-63 From Director, Department of Human Services, requesting the creation of 2 Energy Assistance Program Specialist positions to review new and current applications for energy assistance, determining program eligibility and providing monitoring services to ensure program efficiency.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

14.00-82 From Clerk of Circuit Court, requesting creation of the following positions in the County Funded State Court Services in conjunction with federal grant money received for the purpose of enhancing judicial oversight in domestic violence cases: 9 positions of Victim Advocate; 1 position of Clerk Typist III.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

15.00-81 From Director of Public Works, requesting creation of one position of Assistant Highway Maintenance Superintendent, to provide assistance to the Highway Superintendent in all highway maintenance activities.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

16.00-83 From Director of Public Works, requesting the abolishment of one (1) vacant position of Automotive and Equipment Attendant and creation of an additional position of Automotive and Equipment Parts Technician in the DPW-Fleet Maintenance Division.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

17.00-84 From Director of Public Works, requesting the abolishment of one vacant position of Managing Engineer and the creation of one position of Manager of Transportation Planning to enhance the functions of the Transportation Division of the Department of Public Works.

MOTION BY: (BAILEY) Approve. (Vote 7-0)

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7

NOES: None

EXCUSED: None

18.00-78 From the District Attorney, requesting authorization to accept a grant of \$20,000 from the Milwaukee Foundation to provide one year funding for the salary and fringe benefits of a half-time position of Paralegal to serve as the project manager for the Community Conferencing Restorative Justice Project; further requesting creation of a half-time position of Paralegal.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

19.00-79 From the District Attorney, requesting authorization to accept a grant of approximately \$236,130 for the Children's Justice Initiative from the Wisconsin Department of Justice, Office of Crime Victim Services, to develop a model system to coordinate and streamline the prosecution of criminal child abuse and related civil Children in Need of Protection and Services (CHIPS) cases in the felony and juvenile divisions of Milwaukee County Circuit Court; further requesting the creation of one position of Paralegal and one position of Assistant Sensitive Crimes Victim Advocate.

SEE ACTION UNDER ITEM NUMBER TWELVE (12) ABOVE.

STAFF PRESENT: Robert Murphy, Senior Research Analyst

Mr. Hank Zielinski, Director, Labor Relations

Ms. Jertha Ramos-Colon, Deputy Director of Human Resources

Mr. Barry Bateman, Airport Director

Mr. James Kerr, Airport

Ms. Minnie Linyear, Human Resources Manager, House of Correction

This meeting was recorded on tape, which is available for audit upon prior request of the

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

Adjourned: 11:30 a.m.

Maribeth Welchman
Assistant Committee Clerk

Chairperson: Supervisor Robert Krug
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, March 10, 2000 – 9:00 A.M.

Milwaukee County Courthouse – Room 201-B

MINUTES

Also see the minutes from the [SPECIAL JOINT MEETING OF THE COMMITTEE ON FINANCE AND AUDIT and COMMITTEE ON PERSONNEL](#)

TAPE NO. 10, Side A, No. 001 to 300

PRESENT: Supervisors Borkowski, Bailey, Czaja, Schmitt, and Krug (Chairman)

EXCUSED: Supervisors Zielinski and DeBruin (both later present)

SCHEDULED ITEMS:

1. 00-180 From the County Executive, appointing Rodney L. Cubbie to the Milwaukee County Personnel Review Board.

10A-009 APPEARANCES: Mr. Rodney L. Cubbie
Ms. Maureen Murphy, County Executive's office
MOTION BY: (BORKOWSKI) Approve. (Vote 7-0)*

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7

NOES: None

EXCUSED: None

2. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions,

appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

- 10A-029 **MOTION BY: (BORKOWSKI)** Lay over the reallocation report until later in the meeting.
- NO OBJECTIONS; SO ORDERED.
- 10A-270 *After reconvening into open session after item number fourteen, Supervisor Zielinski requested unanimous consent to be recorded as voting aye on item number one; Supervisor DeBruin requested unanimous consent to be recorded as voting aye on item numbers one, seven and eight. Upon hearing no objections, Chairman Krug so ordered.
- 10A-275 **NO FURTHER ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**
3. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**
- 10A-035
- NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**
4. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**
- 10A-040 **NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**
5. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**
- 10A-044
- 10A-047 APPEARANCES: Ms. Doris Harmon, Department of Public Works
- Supervisor Zielinski present.
- NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**
6. 00-25(a) Report from County Board Staff relative to requests from Director of Human Resources for reclassification of existing positions; reallocation

of non-represented classifications; appointments at an advanced step of the pay range or advancements within the pay range. **(FOR INFORMATIONAL PURPOSES)**

- 10A-054 APPEARANCES: Mr. Robert Murphy, Senior Research Analyst
- NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.**
7. 00-15(a)(b) Recommendation from the Civil Service Commission relative to six-month extension of existing emergency and temporary appointments originally made between December 1, 1999 and January 31, 2000.
- 10A-063 **MOTION BY: (BORKOWSKI)** Approve. **(Vote 7-0)***
- AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) – 7
- NOES: None
- EXCUSED: None
8. 00-176 From Director, County Health Programs and Director, Department of Human Resources, requesting authorization for the Director, Division of County Health Programs, to execute a contract with Aurora Healthcare for the provision of employee health assessments and health screening activities for County Employees. **(Also to the Committee on Finance and Audit.)**
- 10A-067 **MOTION BY: (BORKOWSKI)** Approve. **(Vote 7-0)***
- AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) - 7
- NOES: None
- EXCUSED: None
9. 00-185 From the Director of Human Resources, requesting adoption of a resolution and ordinance to permit former County employees who return to active employment with the County to have their previously accrued sick allowance balances restored and that employees eligible for retirement leave will not lose this benefit if they accept a position in which such leave is normally not provided.
- 10A-079
- 10A-092

APPEARANCES: Mr. Gary Dobbert, Director, Dept. of Human Resources

Supervisor DeBruin present.

MOTION BY: (BORKOWSKI) Approve. **(Vote 7-0)**

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) – 7

NOES: None

EXCUSED: None

10. 00-58 Resolution by Supervisors Zielinski, Czaja, Quindel and others, requiring that each private employer that enters into a contract with Milwaukee County for the provision of professional, health care or similar services worth \$250,000 or more agree to a lawful, nonconfrontational process for its workers to form or select and participate in a labor organization (the "Card Check Agreement") and further, requiring that the labor organization seeking to represent the workers of such an employer agree to settle disputes during organizing campaigns without strikes or picketing. **(Informational report from County Board staff.)**
- 10A-109

APPEARANCES: Mr. Robert Murphy, Senior Research Analyst

MOTION BY: (BORKOWSKI) Receive and place on file [County Board staff report].

NO OBJECTIONS; SO ORDERED.

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RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED

BY THE FINANCE COMMITTEE:

11. 00-62 An adopted resolution creating one position of Quality Assurance Coordinator in the Department of Human Services. **(Report from the Director of Human Resources recommending classification and rate of pay for Quality Assurance Coordinator.)**

10A-243 **MOTION BY: (BORKOWSKI)** Approve items 11, 12 and 13 (File

Nos. 00-62(a)(a), 00-142 & 00-145) **(Vote 7-0)**

AYES: Borkowski, Bailey, Zielinski, Czaja, DeBruin, Schmitt, and Krug (Chairperson) – 7

NOES: None

EXCUSED: None

12. 00-142 From the Sheriff requesting creation of two positions of Deputy Sheriff I in the Sheriff's Department for the Day Reporting Center. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)** (REPORTS FROM THE DEPARTMENT OF ADMINISTRATION AND HUMAN RESOURCES.)

SEE ACTION UNDER ITEM NUMBER ELEVEN (11) ABOVE.

13. 00-145 From the District Attorney, requesting creation of one position of Community Support Program Coordinator for the District Attorney and the Operation Ceasefire Project. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)** (REPORTS FROM THE DEPARTMENT OF ADMINISTRATION AND HUMAN RESOURCES.)

SEE ACTION UNDER ITEM NUMBER ELEVEN (11) ABOVE.

14. COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION): *The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters:*

- A) Deputy Sheriff's Association Collective Bargaining Caucus.
- B) Clerk of Courts Judicial Assistants Collective Bargaining Caucus
- C) AFSCME Local 882 Collateral relative to Heritage Farm Attendants

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

10A-270

MOTION BY: (BORKOWSKI) Move to go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters: A) Deputy Sheriff's Association Collective Bargaining Caucus; B) Clerk of Courts Judicial Assistants Collective Bargaining Caucus; and C) AFSCME Local 882 Collateral relative to Heritage Farm Attendants. **(Vote 6-0)**

10A-275 AYES: Borkowski, Zielinski, Czaja, DeBruin, Schmitt, and Krug
(Chairperson) – 6

NOES: None

EXCUSED: Bailey – 1

***ROLL CALL TAKEN TO RECONVENE INTO OPEN SESSION TO
CONSIDER ITEM NUMBER 2, REALLOCATION REPORT:***

PRESENT: Supervisors Bailey, Zielinski, Czaja, DeBruin, Schmitt, and
Krug (Chairman)

EXCUSED: Supervisor Borkowski

STAFF PRESENT: Ms. Doris Harmon, Department of Public Works

Robert Murphy, Senior Research Analyst, Milwaukee County Board of Supervisors

Mr. Gary Dobbert, Director, Department of Human Resources

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: 10:30 a.m.

Maribeth Welchman
Assistant Committee Clerk

The Committee did not meet in April, 2000

Return to [Milwaukee County Board Legislative Committees](#).

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, May 12, 2000 – 9:00 A.M.
Milwaukee County Courthouse – Room 201-B

MINUTES

TAPE NO. 1, Side A, No. 001 to 415

PRESENT: Supervisors Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairman)

EXCUSED: None

SCHEDULED ITEMS:

1. 00-253 From the County Executive, submitting and requesting confirmation of the reappointment of Gary Dobbert as Director of Human Resources.
1A-008

APPEARANCES: Ms. Maureen Murphy, County Executive's office
Mr. Gary Dobbert, Director, DHR

MOTION BY: (RYAN) Approve. (Vote 7-0)

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

2. 00-309 From Director, Labor Relations, submitting and requesting confirmation of the reappointment of Mr. Thomas M. Taylor as Assistant Director, Department of Labor Relations.

APPEARANCES: Mr. Thomas M. Taylor, Assistant Director, Department of Labor Relations

Mr. Hank Zielinski, Director, Labor Relations

MOTION BY: (RYAN) Approve. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

3. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**
1A-034

APPEARANCES: Mr. Grant Dobberfuhl, Deputy Director, Zoo Finance and Administration

Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

EXCUSED: None

5. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

EXCUSED: None

7. 00- Report from the Director of Human Resources listing positions which he
26(intends to transfer from the classified to the unclassified service. **(FOR**
a) **INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

**NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM; NO
REPORT SUBMITTED FROM THE DEPARTMENT OF HUMAN RESOURCES**

8. 00- Recommendation from the Civil Service Commission relative to six-month
15(extension of existing emergency and temporary appointments originally
a) made between February 2, 2000 and March 31, 2000.
(a)(
c) **MOTION BY: (DE BRUIN) Approve. (Vote 7-0)**
AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
1A- Arciszewski (Chairperson)
086 NOES: None
EXCUSED: None

9. 00- Report from the Director of Human Resources with respect to proposed Civil
27 Service Rule amendments.
(a)(
a) APPEARANCES: Mr. Gary Dobbert, Director, DHR
Peter J. Misko, Deputy Inspector, Milwaukee County Sheriff's Department
1A- Mr. Robert Ott, Milwaukee County Corporation Counsel
284
**MOTION BY: (DE BRUIN) Amend the recommendation of the Sheriff
regarding probationary period for his staff to endorse the concept of the
probationary period up to 2080 hours after completion of LESB training. (1A-
293)**

Supervisor Holloway in the Chair (1A-260).

VOTE ON MOTION TO APPROVE, AS AMENDED: (Vote 7-0)

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

10. 00- A resolution and ordinance, referred back from the County Board on 3/16/00,
185 relative to permitting former County employees who return to active employment with the County to have their previously accrued sick allowance balances restored and that employees eligible for retirement leave will not lose this benefit if they accept a position in which such leave is normally not provided.

Supervisor Arciszewski in the Chair (1A-335)

.

APPEARANCES: Mr. Robert Ott, Milwaukee County Corporation Counsel

Mr. Gary Dobbert, Director, DHR

Mr. Hank Zielinski, Director, Labor Relations

MOTION BY: (MAYO) Reaffirm previous recommendation to approve. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

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

11. 00- From Director, Department of Administration, requesting the creation of
243 one position of Housing Program Assistant (Rent Asst.) in the Housing & Community Development Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**
1A-
371

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

12. 00- From Clerk of Circuit Court/Director of Court Services, requesting the
221 abolishment of (5) positions of Deputy Clerk of Court/Judicial Assistant
1A- and the creation of (1) Clerk IV – Data Entry position and (5.5) Clerk III –
371 Data Entry positions. **(Also to the Committee on Finance and Audit, and
Departments of Administration and Human Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

13. 00- From the Sheriff, requesting creation of three (3) positions of Deputy
187 Sheriff I and abolishment of two (2) positions of Identification Technician
and one (1) position of Administrative Assistant II when the said positions
1A- become vacant in the Detention Bureau. **(Also to the Committee on
371 Finance and Audit, and Departments of Administration and Human
Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

14. 00- From the Sheriff, requesting expansion of the explosive detection canine
271 program from two to three teams at the General Mitchell International
Airport, and requesting creation of one additional position of Deputy
1A- Sheriff to staff the third team. **(Also to the Committee on Finance and
371 Audit, and Departments of Administration and Human Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

15. 00- From Director of Parks, Recreation and Culture, requesting the creation of
211 one Park Office Assistant III to be offset by the abolishment of seasonal
Park Worker III hours, and the creation of one Deputy Restaurant and
1A- Concessions Manager Parks to be offset by the abolishment of one
371 position of Park Coordinator (Concessions). **(Also to the Committee on
Finance and Audit, and Departments of Administration and Human
Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

16. 00- From Director of Parks, Recreation and Culture, requesting the creation of
244 one position of Boerner Gardens Director effective June 1, 2000. **(Also to
the Committee on Finance and Audit, and Departments of
Administration and Human Resources.)**
1A-
371

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

17. 00- From Director of Public Works, requesting the creation of one (1) Airport
219 Revenue Analyst to provide the review and detailed analysis necessary of
the computer reports, revenue deposits and expenses charged. **(Also to
the Committee on Finance and Audit, and Departments of
Administration and Human Resources.)**
1A-
371

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

18. 00- From Director, Department of Human Services, requesting the

220 abolishment of (1) Mental Health Assistant Community position and (2)
1A- Mental Health Assistant positions; and the creation of (3) Certified
371 Occupational Therapy Assistant positions. **(Also to the Committee on
Finance and Audit, and Departments of Administration and Human
Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

19. 00- From Director, Department of Human Services, requesting the creation of
255 the following three positions: Assistant AODA Coordinator, AODA TANF
Wraparound Services Specialist and AODA TANF Quality Assurance
1A- Specialist. These positions will provide overall management, support and
371 monitoring of the TANF project. **(Also to the Committee on Finance and
Audit, and Departments of Administration and Human Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

20. 00- From Director, Department of Human Services, requesting the
256 abolishment of one Payroll Clerk position and the creation of one Clerk
Typist 3 position at the Mental Health Division to allow flexibility in
1A- duties associated with both the Human Resources and Payroll
371 Departments. **(Also to the Committee on Finance and Audit, and
Departments of Administration and Human Resources.)**

MOTION BY: (DE BRUIN) Approve DHR recommendation regarding
classification and rate of pay. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

21.21. Recruiting video by the Sheriff's Department which briefly demonstrates
00p the thirteen weeks of training that recruits for the position of Deputy
1 Sheriff would attend.

1A-
375 ***NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.***

STAFF PRESENT: Robert Murphy, Senior Research Analyst

Mr. Gary Dobbert, Director, DHR

Mr. Hank Zielinski, Director, Labor Relations

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Adjourned: 10:30 a.m.

Maribeth Welchman
Assistant Committee Clerk

Chairperson: Supervisor Kathleen S. Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, June 16, 2000 – 9:00 A.M.

Milwaukee County Courthouse – Room 201-B

MINUTES

TAPE NO. 1; Side A, No. 420 to 620

PRESENT: Supervisors Schmitt, Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Arciszewski (Chairman)

EXCUSED: None

SCHEDULED ITEMS:

1. 00-390 From the Director, Department of Department of Human Resources (DHR), requesting confirmation of the reappointment of Ms. Jertha Ramos-Colon to the position of Deputy Director of DHR.

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Ms. Jertha Ramos-Colon, Deputy Director, DHR

MOTION BY: (MAYO) Approve. (Vote 4-0)

AYES: DeBruin, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: Coggs-Jones, Holloway and Arciszewski (Chairperson)

2. 00-22(a) Report from the Director of DHR listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay and advancements within the pay range. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Mr. James Eggers, DHR, Compensation

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 00-23(a) Report from the Director of DHR with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 00-24(a) Report from the Director of DHR with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 00-13(a) Report from the Director of DHR relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 00-25(a) Reports from County Board Staff dated June 6, 2000 relative to requests from Director of DHR for reclassification of existing positions and advancements within the pay range. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

7. 00-15(a) Recommendation from the Civil Service Commission relative to six-month extension of existing emergency and temporary appointments. (NO REQUEST FOR EXTENSION OF EXISTING EMERGENCY OR TEMPORARY APPOINTMENTS)

APPEARANCES: Mr. Gary Dobbert, Director, DHR

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

8. 00-336 From Chairman, Board of Election Commissioners, requesting approval to dual fill the position of Election Commission Assistant beginning July 1, 2000 due to the pending retirement of the present Assistant in January, 2001.

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Mr. Jim McFarland, Chairman, Election Commission

MOTION BY: (COGGS-JONES) Approve. **(Vote 6-0)**

AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: Arciszewski (Chairperson)

9. 99-549 From the Chief Judge, requesting creation of a Pretrial Services Coordinator position which would be responsible for coordinating all pretrial services for the criminal justice system in Milwaukee County. **(Also to the Committee on Finance and Audit and Committee on Judiciary, Safety and General Services, and Departments of Administration and DHR.)**

(a)()

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Chief Judge Michael J. Skwierawski

Mr. J. Sanfilippo, Chief Deputy, Clerk of Circuit Court

MOTION BY: (DeBRUIN) Approve [1 position of Pre-Trial Services Coordinator, Pay Range 29M (\$47,148 - \$56,508)]. **(Vote 6-0)**

AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None
EXCUSED: Arciszewski (Chairperson)

- 1
0. 00-282 From the Sheriff, requesting creation of one Sheriff Department Captain position and the abolishment of one vacant Deputy Sheriff Sergeant position for the Classification Section of the Detention Bureau. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [1 position of Sheriff Deputy Captain, ECP Grade 15 (\$52,364 - \$68,073)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)
NOES: None
EXCUSED: Arciszewski Chairperson

- 1
1. 00-312 From Director, Department of Human Services, requesting creation of one position of Development Manager and two positions of Mentoring Specialist in the Child Welfare Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve 2 positions of Staff Development Assistant (Child Welfare) Pay Range 27M (\$43,231 - \$51,589) and 1 position Development Manager (Child Welfare) ECP Grade 15 (\$52,364 - \$68,073)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)
NOES: None
EXCUSED: Arciszewski Chairperson

- 1
2. 00-313 From Director, Department of Human Services, requesting creation of two positions of Administrative Assistant I – General and the abolishment of one Clerk IV and two Clerk Steno II positions. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [2 positions of Administrative Assistant 1 (General) NR, Pay Range 13M (\$27,544 - \$30,908)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)

NOES: None
EXCUSED: Arciszewski Chairperson

- 1
3. 00-314 From Director, Department of Human Services, requesting creation of one position of Administrative Coordinator in the Child Welfare Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [1 position Administrative Coordinator (CW), Pay Range 27M (\$43,231 - \$51,589)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)
NOES: None
EXCUSED: Arciszewski Chairperson

- 1
4. 00-315 From Director, Department of Human Services, requesting creation of one position of Administrative Coordinator-Out of Home Care in the Child Welfare Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [1 position of Administrative Coordinator (OHC), Pay Range 27M (\$43,231 - \$51,589)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)
NOES: None
EXCUSED: Arciszewski Chairperson

- 1
5. 00-316 From Director, Department of Human Services, requesting creation of one position of Integrated Services Coordinator in the Child Welfare Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [1 position of Integrated Services Coordinator, Pay Range 31M (\$51,589 - \$61,430)]. **(Vote 6-0)**
AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)
NOES: None

EXCUSED: Arciszewski Chairperson

1
6. 00-337 From the District Attorney, requesting the abolishment of one position of Clerk Typist IV and the recreation of this position as a Paralegal. **(Also to the Committee on Finance and Audit, and Departments of Administration and DHR.)**

MOTION BY: (DeBRUIN) Approve [1 position Paralegal, Pay Range 18LM (\$30,108 - \$36,404)]. **(Vote 6-0)**

AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)

NOES: None

EXCUSED: Arciszewski Chairperson

1
7. 00- From Director, Department on Aging, requesting the creation of one position of Enrollment Specialist for the Family Care Division. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**

MOTION BY: (DeBRUIN) Approve [1 position Economic Support Specialist (Family Care), Pay Range 18M (\$31,854 - \$36,404)]. **(Vote 6-0)**

AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt, (Acting Chairperson)

NOES: None

EXCUSED: Arciszewski Chairperson

1
8. 00P1 From the Director of Human Resources, requesting authority to amend the existing professional services agreement with Health Care System Consultants, Inc. for an additional amount, not-to-exceed \$40,000.

MOTION BY: (MAYO) Approve. **(Vote 6-0)**

AYES: Coggs-Jones, DeBruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: Arciszewski (Chairperson)

STAFF PRESENT: Robert Murphy, Senior Research Analyst

Mr. Gary Dobbert, Director, DHR

Mr. Hank Zielinski, Director, Labor Relations

Mr. James Eggers, DHR, Compensation

Ms. Jertha Ramos-Colon, Deputy Director of Human Resources

Mr. J. Sanfilippo, Chief Deputy, Clerk of Circuit Court

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: 10:15 a.m.

Maribeth Welchman
Assistant Committee Clerk

Chairperson: Supervisor Kathleen S. Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, July 14, 2000 – 9:00 A.M.
Milwaukee County Courthouse – Room 201-B

MINUTES

PRESENT: Supervisors Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski
(Chairperson) – 6

EXCUSED: Supervisor Mayo – 1

Cassette No. 1 (2000) - Side B - #1 – end
Cassette No. 2 (2000) - Side A - #1 - #412

SCHEDULED ITEMS:

1. 00P1 Department of Human Resources videotape presentation.

APPEARANCE BY: Gary Dobbert, Director of Human Resources

There was a videotape presentation. This is used as a recruitment video.

This is an informational item—no action is necessary.

2. 00-449 From Pension Board Chairman, submitting a copy of the complete actuarial valuation of Milwaukee County Employees' Retirement System as of December 31, 1999. **(Also to the Committee on Finance and Audit)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

Jeremiah Hegarty, Pension Board Chairman

ACTION BY: (DeBruin) concur with action of Committee on Finance and Audit to approve. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

3. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

This is an informational item—no action is necessary.

4. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

This is an informational item—no action is necessary.

5. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

Supervisor Ryan requested that the Social Security No. be eliminated from this report.

This is an informational item—no action is necessary.

6. 00-25(a) Report from County Board Staff relative to a request from Director of Human Resources for reclassification of an existing position. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

This is an informational item—no action is necessary.

7. 00-22(a) A. Reports from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCE BY: Gary Dobbert, Director of Human Resources

Ann Moore, MHC

- B. Report from the Director of Human Resources relative to reclassification study of 213 non-represented clerical positions throughout the County. **(FOR INFORMATIONAL PURPOSES)**

These items are informational—no action is necessary.

8. 00-425 From the Director, Department of Public Works, requesting authority to dual-fill the position of Secretarial Assistant, Title Code 01870, for the approximate dates of September 18 through September 29, 2000. (REPORT DUE FROM DHR)

ACTION BY: (Ryan) recommend approval of staff recommendation. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

9. 00-424 From the Director, Department of Human Resources, requesting authorization to amend the existing professional services agreement with Flamme, Harding and Pionkoski for an additional amount not-to-exceed \$15,000 for the purpose of finalizing the development and implementation of the DHR public relations/recruitment initiative.

APPEARANCE BY: Gary Dobbert, Director of Human Resources

Supervisor Holloway requested that Sylvia Matthews and anyone else who meets with community groups be present at the next Committee meeting.

ACTION BY: (Ryan) recommend approval. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

10 00-400

Referral from the Committee on Health and Human Needs relative to a resolution/ordinance by Supervisors Zielinski, Krug and Quindel requiring that each private employer that enters into a contract with Milwaukee County for the provision of human services worth \$250,000 or more agree to sign a neutrality agreement with any labor organization seeking to represent its employees and further, requiring that the labor organization agree to settle disputes during organizing campaigns without strikes or picketing. **(REPORT FROM CORPORATION COUNSEL)**

APPEARANCES BY: Supervisor T. Anthony Zielinski

Robert Ott, Corporation Counsel
Maureen Murphy, County Executive's Office
John Goldstein, Milwaukee County Labor Council
Verlynda Ivory, Laid Law
Natalie Werstein
Mark Sweet
Jerry Gonzalez, MMAC
Jon Levine
Bill Reed, Assn. of Commerce
Rich Abelson
John Doherty, Transit Express
Supervisor Willie Johnson
Supervisor Roger Quindel
Supervisor Robert Krug
Supervisor Joe Davis, Sr.

Chairman Arciszewski read the names of those who registered in support of and against the Resolution/Ordinance.
Supervisor Coggs-Jones asked to have her name added to the Resolution/Ordinance as a co-sponsor. There were no objections.

AMENDMENT BY: (DeBruin) amend to include that, in the event of a law suit against the County, the County Board of Supervisors authorizes and directs that the Corporation Counsel be granted expenditure authority up to \$200,000 and waives the requirements of C.G.O., Section 56.30, to retain outside legal counsel to defend the County.

Vote on the Amendment (5-1)

AYES: Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 5

NOES: None

EXCUSED: Mayo – 1

Supervisor Schmidt in the Chair.

APPEARANCE BY: Supervisor Kathy Arciszewski

* * * * *

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any or all of the following matters:

ACTION BY: (Ryan) go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any or all of the following matter.

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

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

ACTION BY: (Ryan) go back into open session.

A roll call was taken to determine a quorum. The following Supervisors were present:

Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski – 6

11 00-412 From the Milwaukee County Sheriff requesting approval of a contract with
Pyramid HIM Services for eliminating the medical records backlog, re-
engineering the process of handling medical records and outsourcing the
ongoing process of the records. **(Also to the Committees on Finance and
Audit and Judiciary, Safety and General Services.)**

ACTION BY: (Ryan) Concur with action taken by Committee on Finance and Audit. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

ACTION BY: (Ryan) go into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any and all of the following matter.

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

AYES: Coggs-Jones, Schmitt, Holloway, Ryan, Arciszewski (Chairperson) – 5

NOES: None

EXCUSED: DeBruin, Mayo – 2

ACTION BY: (Ryan) go back into open session.

A roll call was taken to determine a quorum. The following Supervisors were present:

Coggs-Jones, Schmitt, Holloway, Ryan, Arciszewski (Chairperson) – 5

12. 00-029J Discussion relative to Health Care Contracts.

SEE FILE NO.

00-467

APPEARANCES BY: Gary Dobbert, Director of Human Resources

Scott Austin, Humana Health Care

Paul Cameron, Human Health Care

ACTION BY: (Ryan) recommend approval, authorizing the Director of Human Resources to enter into a contract with Humana Health Care (Advantage) for provision of HMO coverage to Milwaukee County employees and retirees for a one-year period beginning January 1, 2001. (Vote 5-0)

AYES: Coggs-Jones, Schmitt, Holloway, Ryan, Arciszewski (Chairperson) – 5

NOES: None

EXCUSED: DeBruin, Mayo – 2

NOTE: ITEM 12. WAS TAKEN LAST.

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

ACTION BY: (Ryan) go into closed session under the provision of Wisconsin Statutes, Section 19.85(1), (c),(e),(g), for the purpose of discussing the following matters.

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

- 12 A) AFSCME District Council 48 and appropriate affiliated local unions
- . B) Milwaukee County Deputy Sheriff's Association
- C) Local 5001, FNHP, AFT, AFL-CIO
- D) Milwaukee Building & Construction Trades Council, AFL-CIO
- E) Association of Milwaukee County Attorneys
- F) Milwaukee County Firefighters Association, Local 1072
- G) International Association of Machinists & Aerospaceworkers, District #10
- H) Technicians, Engineers & Architects of Milwaukee County

The Committee did not reconvene in open session regarding the above matters.



1 00-464 From Director, Department on Aging, requesting abolishment of one
3. Position of Human Services Worker (Aging) and creation of the following

Positions to address the challenges the Department will undergo during the

Initiation of the Care Management Organization pilot program: one

Occupational Therapist III, one Utilization Review Coordinator, one Accountant 4 and one Assistant Network Services Technician. **(Also to Finance and Audit Committee and Departments of Administration and Human Resources)**

ACTION BY: (DeBruin) recommend approval. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

1 00-463 From the Medical Examiner, requesting creation of one position of
4. Dictating Machine Transcriptionist and abolishment of one position of

Secretarial Assistant, retroactive to June 1, 2000. **(Also to Finance and Audit Committee and Departments of Administration and Human Resources)**

ACTION BY: (DeBruin) recommend approval. (Vote 6-0)

AYES: Coggs-Jones, Schmitt, DeBruin, Holloway, Ryan, Arciszewski (Chairperson) – 6

NOES: None

EXCUSED: Mayo – 1

STAFF PRESENT: Gary Dobbert, Director of Human Resources

Jertha Ramos-Colon, Deputy Director of Human Resources

James Eggers, Compensation Manager

Mike Behrens, Department of Human Resources

Henry Zielinski, Director of Labor Relations

Maureen Murphy, County Executive's Office

Robert Murphy, Senior Research Analyst, County Board

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Length of meeting: 9:10 A.M. to 3:05 P.M.

Adjourned,

Sharon S. Dehli, Committee Clerk

There are no meetings of the County Board of Supervisors or any of its Standing Committees during the month of August.

Return to [Milwaukee County Board Legislative Committees](#).

Supervisor Kathy Arciszewski
: Maribeth Welchman, 278-4226
: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, September 15, 2000 – 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PE NO. 2, Side B, No. 001 to 445

PRESENT: Supervisors Schmitt, De Bruin, Mayo, Ryan and Arciszewski (Chairperson)

ABSENT: Supervisors Coggs-Jones and Holloway (both later present)

Scheduled Items:

Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Supervisors Coggs-Jones and Holloway present (2B-011).

MOTION BY: (RYAN) Refer DPW Ironworkers reclassification to the Department of Human Resources.
NO OBJECTIONS; SO ORDERED.

Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

From the Director, DHR, submitting the 1999-2000 Affirmative Action Summary Report. **(FOR INFORMATIONAL PURPOSES)** (Formerly File No. 00J9)

APPEARANCES: Mr. Gary Dobbert, Director, DHR
Ms. Pat Villarreal, Employment Relations Manager, DHR

MOTION BY: (COGGS-JONES) Report due back from DHR to the Personnel Committee regarding how many people are in professional positions within the various County departments.
NO OBJECTIONS; SO ORDERED.

(a)(d) Recommendation from the Civil Service Commission relative to six-month extension of existing emergency and temporary appointments originally made between April 1, 2000 and May 31, 2000.

MOTION BY: (DE BRUIN) Approve. **(Vote 6-0)**
AYES: Schmitt, Coggs-Jones, De Bruin, Mayo, Ryan and Arciszewski (Chairperson)
NOES: None
EXCUSED: Holloway
(2B-127)

483 From Deputy Zoo Director (Admin./Finance), requesting authorization to dual fill the Management Assistant (Human Resources) position at the Milwaukee County Zoo.

APPEARANCES: Mr. Grant Dobberfuhl, Deputy Director, Zoo Finance and Administration
Mr. Gary Dobbert, Director, DHR

MOTION BY: (RYAN) Approve (2B-138).

Supervisor Mayo requested that the report from DHR on diversity within the County shall include positions that are seasonal and those that are permanent employees. (2B-159)

Vote on motion to approve: (Vote 7-0)
AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)
NOES: None
EXCUSED: None
(2B-138)

4 From the District Attorney, requesting the creation of an ordinance to authorize standby pay for the district attorney's chief investigator and seven investigators equal to the amount paid to deputy sheriffs, effective January 1, 2001. **(The Judiciary, Safety & General Services Committee**

approved the said request (Vote 7-0.)

APPEARANCES: Mr. Jim Martin, District Attorney's Office
Ms. Maureen Murphy, County Executive's office

MOTION BY: (COGGS-JONES) Approve. **(Motion later withdrawn.)**

MOTION BY: (DE BRUIN) Lay over until the budget. **(Vote 5-2)**

AYES: De Bruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: Arciszewski and Coggs-Jones

EXCUSED: None

From Manager, Information Management Services Division (IMSD), submitting a report regarding Information Technology positions and functions within County departments and the relationship of those positions to similar positions and functions within IMSD. **(Also to the Committee on Finance and Audit) (Recommended action: lay over until the budget.)**

APPEARANCES: Ms. G. Kocourek, Manager, IMSD

MOTION BY: (MAYO) Lay over until the budget. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

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

From Director of Human Services, requesting the creation of two Clinical Program Director – Psychology positions in the Psychology Department of the Mental Health Division (MHD). **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**

APPEARANCES: Dr. Ann Moore, Director, DHR Development, MHD

MOTION BY: (DE BRUIN) Approve. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

* * * * *

The Committee may adjourn into closed session under the provisions of

Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any or all of the following matters:

MOTION BY: (RYAN) Move to go into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g) and 19.85(1)(c), (e), & (g) for the purpose of discussion items eleven, twelve and fourteen. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

ROLL CALL UPON RECONVENING INTO OPEN SESSION: (6-0)

PRESENT: Supervisors Schmitt, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

EXCUSED: Supervisor Coggs-Jones

From Corporation Counsel submitting that a tentative agreement will be filed with the Committees on Judiciary, Safety and General Services, and Personnel, relative to the **Department of Labor v. House of Correction** regarding employee claims of violations of Federal Labor Standards Act in regard to break times. (Formerly File No. 00P2)

MOTION BY: (MAYO) Approve. **(Vote 6-0)**

AYES: Schmitt, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: Coggs-Jones

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

A. **File No. 00-473** – From President, Federation of Nurses and Health Professionals Local 5001, requesting that the current labor contract with Milwaukee County be reopened so that a successor agreement can be negotiated.

B. **File No. 00-507** – From District No. 10, International Association of Machinists and Aerospace workers, notifying of their intent to negotiate and modify the existing labor agreement with Milwaukee County which expires December 31, 2000.

- C. **File No. 00-559-- AFSCME**, District Council 48, and its appropriate affiliated local unions. (Formerly File No. 00J4)
- D. **File No. 00J5** -- Milwaukee Firefighters Association.
- E. **File No. 00-558--** Milwaukee County Attorneys Association. (Formerly File No. 00J6)
- F. **File No. 00J7** -- Milwaukee County Building & Trades Association
- G. **File No. 00-578--**Technicians, Engineers and Architects of Milwaukee County TEAMCO ((Formerly File No. 00J8)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

Resolution by Supervisors Arciszewski and Schmitt recognizing and designating September, 2000 as *National Alcohol and Drug Addiction Recovery Month* in Milwaukee County.

MOTION BY: (MAYO) Approve, with all Personnel Committee members recorded as co-sponsors of the resolution. **(Vote 7-0)**

AYES: Arciszewski, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

* * * * *

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to the following matter:

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

* * * * *

Discussion of a CompCare Blue proposal relative to dissolution of Family Health Plan.

APPEARANCES: Mr. Gary Dobbert, Director, DHR
Mr. Robert Ott, Milwaukee County Corporation Counsel

MOTION BY: (HOLLOWAY) Approve the following "Be It Resolved" clause: "That the Director of Human Resources be authorized and directed to take the action necessary to ensure that no employee or retiree is without health insurance coverage due to the "dissolution" of Family

Health Provider (FHP). In addition, he is authorized to continue coverage for FHP members with CompCare for the balance of 2000. CompCare should not be considered further for the provision of coverage for 2001, at this time." (2b-411) **(Vote 6-0)**

AYES: Schmitt, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: Coggs-Jones

STAFF PRESENT: Mr. Gary Dobbert, Director, DHR

Robert Murphy, Senior Research Analyst

Mr. Robert Ott, Milwaukee County Corporation Counsel

Mr. Hank Zielinski, Director, Labor Relations

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Adjourned: Noon

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Maribeth Welchman

Maribeth Welchman

Committee Clerk

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL
Friday, October 27, 2000 -- 9:00 a.m.

(or immediately following the Pension Study Commission beginning 8:45 a.m.)
Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 3, Side A, No. 225 to 574

ROLL CALL:

PRESENT: Supervisors Schmitt, Coggs-Jones, De Bruin, Mayo, Ryan and Arciszewski (Chairperson)

EXCUSED: Supervisor Holloway

Scheduled Items:

PUBLIC HEARING ON A TENTATIVE AGREEMENT BETWEEN MILWAUKEE COUNTY AND MILWAUKEE COUNTY BUILDING & TRADES COUNCIL AND MILWAUKEE COUNTY ATTORNEYS' ASSOCIATION:

Chairman Arciszewski called three times for any persons wishing to be heard on the following public hearing items; upon no one responding, Chairman Arciszewski closed the public hearing portion of the meeting.

1. **00J7** Milwaukee County Building & Trades Council, AFL-CIO
00-558 Milwaukee County Attorneys' Association

APPEARANCES: Mr. Hank Zielinski, Director, Labor Relations

MOTION BY: (SCHMITT) Approve the Agreement between the County of Milwaukee and the Association of Milwaukee County Attorneys for the period 2001 through 2004 as submitted by the Director, Labor Relations. **(Vote 5-1)**

AYES: Schmitt, Coggs-Jones, Mayo, Ryan and Arciszewski (Chairperson)

NOES: De Bruin

EXCUSED: Holloway

2. **COLLECTIVE BARGAINING AND LITIGATION CAUCUS (CLOSED SESSION).**

The Committee may adjourn into closed session under the provisions of Wisconsin Statute Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters. At the conclusion of the closed session, the Committee may reconvene in open session to

whatever action(s) it may deem necessary on the said matters.

APPEARANCES: Mr. Hank Zielinski, Director, Labor Relations

MOTION BY: (SCHMITT) Lay over temporarily.

NO OBJECTIONS; SO ORDERED.

MOTION BY: (RYAN) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing the following matters: Milwaukee County Federation of Nurses and Health Professionals Local 5001, AFL-CIO (File **00-473**); Milwaukee County Deputy Sheriffs' Association; Milwaukee County Attorneys' Association (File **00-559**); American Federation of State-County Municipal Employees (AFSCME) (File **00-559**); Milwaukee County Technicians, Engineers and Architects of Milwaukee County (TEAMCO) (File **00-578**); Milwaukee County Building & Trades Council, AFL-CIO; Milwaukee County Firefighters Association, IAFF Local 3341. **(Vote 6-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: Holloway

The Committee did not reconvene into open session to act on the above items.

3. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

Mr. Dobbert requested that the Iron Workers position on page one of the report be withdrawn. Chairman Arciszewski so ordered the matter withdrawn.

4. 00-23(a) Report from the Director of Human Resources with respect to temporary assignment of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

7. 00-666 Consideration of ordinance revisions and salary adjustments for nonrepresentative employees for the period commencing 2001 through 2004. **(Also to be considered by the Pension Study Commission)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR

MOTION BY: (SCHMITT) Approve. (Vote 5-1)

AYES: Schmitt, Coggs-Jones, Mayo, Ryan and Arciszewski (Chairperson)

NOES: De Bruin

EXCUSED: Holloway

8. 00-668 From Executive Secretary, Personnel Review Board, requesting authority to do away with the position of Administrative Assistant assigned to the Personnel Review Board.

MOTION BY: (SCHMITT) Approve agenda items eight (8) through eleven (11)

Supervisor DeBruin requested separate action on item eleven (11).

Vote on motion to approve agenda items 8 through 10: (Vote 6-0)

AYES: Schmitt, Coggs-Jones, De Bruin, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: Holloway

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

9. 00-560 From Director of Public Works, requesting the creation of one position of Administrative Services Specialist (Airport) to provide administrative support for the maintenance operations and environmental compliance sections of General Mitchell International Airport. **(Also to the Committee on Finance and Audit, and Departments of Administration and Human Resources.)**

See Action under item number 8 above.

10. 00-589(a) Report from the Director, Department of Human Resources, requesting approval of classification and rates of pay for positions created in the proposed 2001 Milwaukee County Budget.

See Action under item number 8 above.

11. 00-670 Request from the Medical Examiner to exclude the classification of Assistant Medical Examiner from the residency requirement Civil Service Rule 2.

APPEARANCES: Dr. Jeffrey Jentzen, Milwaukee County Medical Examiner
Mr. Gary Dobbert, Director, DHR

MOTION BY: (DeBRUIN) Request that the Civil Service Commission grant the Medical Examiner a waiver of the residency requirement rule for the individual that he is contemplating for the position of Assistant Medical Examiner; however, he must come back to the Committee with each subsequent request to hire for this position. (FA

Vote 1-5)

AYES: De Bruin

NOES: Schmitt, Coggs-Jones, Mayo, Ryan and Arciszewski (Chairperson)

EXCUSED: Holloway

Supervisor Schmitt in the Chair:

MOTION BY: (MAYO) Reconsider. **(Vote 6-0)**

AYES: Arciszewski, Coggs-Jones, De Bruin, Mayo, Ryan and Schmitt (Acting Chair)

NOES: None

EXCUSED: Holloway

MOTION BY: (DeBRUIN) Lay over with a report due back from the Department of Human Resources, in conjunction with the Medical Examiner's office, relative to whether they might be able to actively recruit and hire individuals for this position and whether it would be appropriate to extend residency to the counties in southeast Wisconsin that contract for Medical Examiner services. **(Vote 6-0)**

AYES: Arciszewski, Coggs-Jones, De Bruin, Mayo, Ryan and Schmitt (Acting Chair)

NOES: None

EXCUSED: Holloway

STAFF PRESENT: Robert Murphy, Senior Research Analyst
Mr. Robert Ott, Milwaukee County Corporation Counsel
Mr. Hank Zielinski, Director, Labor Relations
Mr. Gary Dobbert, Director, DHR
Mr. James Eggers, DHR, Compensation

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the Committee Clerk. The official copy of these minutes is available in the County Board office.

Adjourned: 12:30 p.m.

Maribeth Welchman

Committee Clerk

Chairperson: Supervisor Kathy Arciszewski
Committee Clerk: Maribeth Welchman, 278-4226
Research Analyst: Robert Murphy, 278-5263

COMMITTEE ON PERSONNEL

Friday, December 15, 2000 -- 9:00 a.m.

Milwaukee County Courthouse, Room 201-B

MINUTES

TAPE NO. 3, Side B, No. 001 to end of tape
TAPE NO. 4, Side A, No. 001 to end of tape

TAPE NO. 4, Side B, No. 001 to 120

ROLL CALL:

PRESENT: Supervisors Schmitt, De Bruin, Mayo, Ryan and Arciszewski (Chairman)

EXCUSED: Supervisors Coggs-Jones and Holloway (later present)

Scheduled Items:

1. 00-13(a) Report from the Director of Human Resources relative to temporary and emergency appointments in existence. **(FOR INFORMATIONAL PURPOSES)**

Supervisors Coggs-Jones and Holloway present (tape no. 3B-010)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

2. 00-22(a) Report from the Director of Human Resources listing reclassification of existing positions, reallocations of non-represented positions, appointments at an advanced rate of pay, advancements within the pay range and revisions to positions in the Executive Compensation Plan. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

3. 00-25(a) Report from County Board Staff relative to requests from Director of Human Resources for reclassification of existing positions; reallocation of non-represented classifications; appointments at an advanced step of the pay range or advancements within the pay range. **(FOR**

INFORMATIONAL PURPOSES)

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

4. 00-23(a) Report from the Director of Human Resources with respect to temporary assignments of non-represented employees to a higher classification. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

5. 00-24(a) Report from the Director of Human Resources with respect to dual employment. **(FOR INFORMATIONAL PURPOSES)**

NO ACTION TAKEN BY THE COMMITTEE ON THE ABOVE ITEM.

6. 00-541 From Director of Human Resources, submitting the 1999-2000 Affirmative Action Summary Report, dated August, 2000. **(LAID OVER 9/15/00)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-017)

MOTION BY: (MAYO) Lay over.
NO OBJECTIONS; SO ORDERED.

7. 00-704 From Director of Human Resources, requesting authorization to execute a professional services agreement with Aurora Clinical laboratories to provide specimen collection and laboratory services for a five-year period commencing January 1, 2001.

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-038)

MOTION BY: (COGGS-JONES) Approve. **(Vote 7-0)**
AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)
NOES: None
EXCUSED: None

8. 00-741 Report due from the Department of Human Resources relative to an amendment to the contract with IRG, Inc. for disease management. (Formerly File No. 00-J9.)

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-46)

MOTION BY: (SCHMITT) Approve. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

9. 00-699 From Director of Human Resources, requesting authorization to extend the existing contractual relationship with Milwaukee Employment & Training, Inc. for both the Milwaukee County Youth Employment Program (MCYEP) and "Step-Up" administration, including youth payroll, for an additional four-year period commencing January 1, 2001.

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-063)

Mr. Tom Doyle, Milwaukee Employment & Training, Inc.

MOTION BY: (MAYO) Approve. **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

10. 00-721 Resolution by Supervisor Krug to explore the establishment of a permanent "living wage" for county-contracted employees indexed to the federal minimum wage.

MOTION BY: (COGGS-JONES) Lay over temporarily. (Tape No. 3B-078)

NO OBJECTIONS; SO ORDERED.

APPEARANCES: Supervisor Robert Krug, Ninth District (Tape No. 4A-228)

MOTION BY: (COGGS-JONES) Conduct a sample survey of vendors to see how the living wage resolution has impacted them, and add a "be it resolved" clause to tie in the labor peace issue to assess its impact.

(Supervisor Krug accepted the amendment to add a survey, but stated that the labor peace resolution has not happened yet and it would not require anything to occur.)

Supervisor Holloway stated that the social service aspect has to be included regarding whether individuals are eligible for food stamps and section eight housing. Supervisor Krug said that this would be a valuable addition, including the impact of there being a waiting list for section eight housing.

Supervisor Ryan stated that if the County is looking at contracted living wage, we should be looking at County [wages] also.

MOTION BY: (HOLLOWAY) Include the social services aspect in reference to an individual being eligible for food stamps and section eight housing as part of the study. **(Supervisor Krug accepted with the condition that eligibility does not necessarily mean housing is available.)**

MOTION BY: (COGGS-JONES) Amend, line 100 [after the words "represented employees, b)"] add "**provide information on what**". **(Amendment accepted by Supervisor Krug.)**

Supervisor Schmitt in the chair (Tape No. 4A-100).

VOTE ON MOTION TO AMEND BY SUPERVISORS COGGS-JONES AND HOLLOWAY: (Vote 7-0) (Tape No. 4A-108)

AYES: Arciszewski, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

MOTION BY: (DE BRUIN) Approve, as amended. **(Vote 7-0) (Tape No. 5B-095)**

AYES: Arciszewski, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Schmitt (Acting Chairperson)

NOES: None

EXCUSED: None

Supervisor Arciszewski in the chair (Tape No. 4A-115).

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

11. 00-648 From the District Attorney's office, requesting authorization to apply for

and accept a grant, in the amount of approximately \$43,120, from the Wisconsin Office of Justice Assistance under the federal Violence Against Women Act (VAWA), to research and write a domestic violence manual for Wisconsin prosecutors; also requesting the creation of one Paralegal position to effectuate the grant. **(Also to the Committees on Finance and Audit, and Personnel and the Departments of Administration and Human Resources.)**

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-084)
Mr. Renee Booker, Director, Department of Human Services

MOTION BY: (COGGS-JONES) Approve items 11 to 14 (File Nos. 00-648, 00-649, 00-650 and 00-678). **(Vote 7-0)**

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

12. 00-649 From Director, Department of Human Services, requesting the creation of two positions of Staff Development Assistant (Child Welfare) in the Child Welfare Division. **(Also to the Committees on Finance and Audit, and Personnel and the Departments of Administration and Human Resources.)**

SEE ACTION UNDER NUMBER ELEVEN (11) ABOVE.

13. 00-650 From Director, Department of Human Services, requesting the abolishment of a Clerk Typist II position and the creation of one Clerk Typist III position in the Child Welfare Division. **(Also to the Committees on Finance and Audit, and Personnel and the Departments of Administration and Human Resources.)**

SEE ACTION UNDER NUMBER ELEVEN (11) ABOVE.

14. 00-678 From Clerk of Circuit Court, requesting the creation of the following positions: three Clerk III Data Entry; one and one-half Judicial Court Commissioner; one and one-half Deputy Clerk of Court/Judicial Assistant to staff the permanency plan reviews that will be held at the Children's Court Center. **(Also to the Committees on Finance and Audit, and Personnel and the Departments of Administration and Human Resources.)**

SEE ACTION UNDER NUMBER ELEVEN (11) ABOVE.

15. 00-589 Report from the Director of Human Resources requesting approval of
(a)(b) classification and rate of pay for positions created in the Adopted 2001
Budget. (Formerly File No. 00-J10)

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-132)

MOTION BY: (COGGS-JONES) (Vote 7-0)

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and
Arciszewski (Chairperson)

NOES: None

EXCUSED: None

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any or all of the following matters. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary on the said matters:

16. Negotiation between Milwaukee County and the following entities relative to labor agreements with which expire December 31, 2000:
- A. Federation of Nurses & Health Professionals Local 5001 (File No. 00-473).
 - B. District No. 10, International Association of Machinists & Aerospace Workers (File No. 00-507).
 - C. District Council 48, (AFSCME) & its appropriate affiliated local unions (File No. 00-559).
 - D. Milwaukee Firefighters Association (File No. 00J5).
 - E. Milwaukee County Building & Trades Association (File No. 00-578).
 - F. TEAMCO (File No. 00J8).

Supervisor Arciszewski in the Chair (Tape No. 4B-117).

MOTION BY: (RYAN) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(g), for the purpose of the Committee receiving oral or written advice from legal counsel concerning strategy to be adopted with respect to pending or possible litigation with regard to any or

all of the following matters. **(Vote 5-0)**

AYES: Schmitt, Coggs-Jones, Holloway, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: De Bruin and Mayo

17. 00-15 Recommendation from the Civil Service Commission relative to six-month extension of existing emergency and temporary appointments originally made between August 1 and September 30, 2000.
(a)(e)

APPEARANCES: Mr. Gary Dobbert, Director, DHR (Tape No. 3B-170)

MOTION BY: (COGGS-JONES) Approve. (Vote 7-0)

AYES: Schmitt, Coggs-Jones, De Bruin, Holloway, Mayo, Ryan and Arciszewski (Chairperson)

NOES: None

EXCUSED: None

The Committee did not reconvene into open session

STAFF PRESENT: Mr. Robert Murphy, Research Analyst

Mr. Hank Zielinski, Director, Labor Relations

Mr. Gary Dobbert, Director, DHR

Mr. Robert Ott, Milwaukee County Corporation Counsel

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

Adjourned: 12:30 p.m.

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Maribeth Welchman

Committee Clerk

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

