

Chairperson: Supervisor Paul M. Cesarz, 278-4267

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, July 10, 2009 -- 9:30 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

PRESENT: Supervisors Larson, Borkowski, De Bruin, Weishan, Dimitrijevic,
Thomas and Cesarz (Chair)

SCHEDULED ITEMS:

1. 09-292 A Resolution by Supervisor Holloway transferring the Division of Labor Relations from the Department of Administrative Services to the Office of Corporation Counsel.

APPEARANCE:

Terrence Cooley, Chief of Staff, County Board

00:16 Mr. Cooley requested, on behalf of County Board Chairman Holloway, that this issue be referred to County Board staff.

00:30 With no objections voiced by the Committee, the referral to staff was so ordered by the Chair.

2. 09-293 A Resolution by Supervisor Thomas amending various sections of Chapter 201 of the Milwaukee County Code of General Ordinances, pertaining to certain pension benefits for non-represented employees. **(Also to the Pension Study Commission and the Pension Board.)**

APPEARANCES:

Bill Domina, Corporation Counsel

Larry Langer, Principal, Retirement Consulting, Buck Consultants

00:44 Supervisor Thomas stated the pension enhancement was granted to non-represented employees in 2000. The enhancement was later terminated through subsequent pension ordinance revisions. The intent of those revisions applied to new employees, transfers, and promotions of current employees. This resolution specifically addresses employees that hold the position of deputy sheriff and are promoted to lieutenant, which would then make them eligible for the enhancement. Amending the ordinance would close that back door and not inadvertently make these employees eligible for the pension enhancement.

SCHEDULED ITEMS:

- 01:12 Supervisors Cesarz and Larson requested to be added as co-sponsors.
- 02:22 Mr. Domina stated the purpose of Supervisor Thomas' interest was to maintain the status quo relative to individuals who are eligible for pension enhancements. The ordinance amendment would limit individuals who are moving from non-qualification status into qualification status by virtue of changing from a represented position to a non-represented position from becoming eligible for the pension enhancement. The only represented group that was not eligible for the pension enhancement since 2000 was the Deputy Sheriff's Association. Mr. Domina walked the Committee through the ordinance highlighting the sections modified and indicated these changes arose out of the reorganization of the Sheriff's Department.
- 08:06 Mr. Langer explained the actuarial impact on the retirement system for the changes that Mr. Domina outlined.
- 26:56 Supervisor De Bruin requested to be added as a co-sponsor.

Questions and comments ensued.

MOTION BY:(Dimitrijevic) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

3. 09-296 A Resolution by Supervisor Coggs seeking modifications in Milwaukee County and the State of Wisconsin job application procedures to increase the number of job opportunities available for persons with prior convictions.
- 00:38 Supervisor De Bruin stated since Supervisor Coggs was unable to attend the meeting, she requested the item be laid over to next cycle.
- 00:46 With no objections voiced by the Committee, the lay over was so ordered by the Chair.
4. 09-280 From the County Executive, requesting authorization to extend specified temporary appointments to higher classifications, pursuant to Section 17.085 of the Milwaukee County Code of General Ordinances.

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office

SCHEDULED ITEMS:

Jack Takerian, Interim Director, Department of Transportation & Public Works
Mary Ann Grimes, Deputy, Corporation Counsel

00:24 **MOTION BY:(Borkowski) Approve.**

00:51 Supervisor Weishan expressed concern regarding the assignment being open-ended.

Questions and comments ensued.

MOTION BY:(Weishan) AMEND the resolution inserting the following language to the “BE IT RESOLVED CLAUSE” after the word “position” on Line 36: “for a period not to exceed three months from the date of approval of this resolution.” 5-2

AYES: Larson, De Bruin, Weishan, Dimitrijevic and Thomas - 5

NOES: Borkowski and Cesarz (Chair) – 2

MOTION BY:(Larson) Approve as AMENDED. 6-1

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic and Thomas - 6

NOES: Cesarz (Chair) – 1

5. 09-22(a) From the Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

APPEARANCE:

Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court

Questions and comments ensued.

The Committee took no action regarding this item.

6. 09-23(a)(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(The following positions contained within the report dated June 8, 2009, were laid over June 12, 2009: Staff Psychiatrist and RN III (Behavioral Health Division), Fiscal and Management Analyst III and Payroll Specialist (DAS-Fiscal Affairs), Director of Operations (DPW-Administration), Clerical Specialist and Parks Budget Manager (Parks), and LPN-Sheriff. (Opinion from Corporation Counsel.)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources (HR), DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Mary Ann Grimes, Deputy, Corporation Counsel

Supervisors expressed concerns regarding the inability to take action on HR informational reports not marked for Supervisor objections.

02:01 Supervisor De Bruin requested that HR along with Corporation Counsel do a records review of both County Board information as well as HR information regarding the history of the applicable ordinance that neither requires nor permits the Committee to take any action with regard to the appointments listed in the report. She also requested County Board staff prepare a report, in consultation with HR and Corporation Counsel, as to what needs to be done to change the ordinance wherein the reports would continue to be informational but would provide the Committee the power to take action, if deemed necessary.

Questions and comments ensued.

08:58 Supervisor Thomas requested the record reflect his objection to Org. Unit 1151's position as listed on the report. The objection was so noted by the Chair.

The Committee took no action regarding this informational report.

7. 09-23(a) From the Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

8. 09-24(a) From the Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

9. 09-257 From the Director of Human Resources recommending adoption of a resolution/ordinance to amend Chapter 17.16(1)(b) of the Milwaukee County Code of General Ordinances regarding overtime compensation to make them consistent with the provisions of the Fair Labor Standards Act (FLSA). **(Recommendation: Refer to the Department of**

SCHEDULED ITEMS:

Audit.)

APPEARANCE:

Dr. Karen Jackson, Director, Human Resources

00:39 Dr. Jackson stated the premise behind this revision is the ordinance that governs overtime compensation exceeds the requirements of the Federal Labor Standards Act. Money was awarded in the budget to study this issue. In order to implement whatever is deemed necessary, an ordinance change would be needed to regulate overtime according to the Federal Labor Standards Act.

MOTION BY:(De Bruin) Refer to the Department of Audit. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic Thomas and Cesarz (Chair) - 7

NOES: 0

10. 09-298 From the Director, Labor Relations, requesting authorization to ratify the 2009-2011 Memorandum of Agreement between Milwaukee County and the Federation of Nurses and Health Professionals, Local 5001. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

01:30 Mr. Gracz reviewed the highlights of the agreement touching base on wage increases, creation of a new pay range as well as reallocation of other pay ranges, and health insurance.

03:07 Ms. Candice Owley, Wisconsin Federation of Nurses and Health Professionals, appeared and spoke regarding this item.

MOTION BY:(De Bruin) Approve. 6-1

AYES: Larson, De Bruin, Weishan, Dimitrijevic Thomas and Cesarz (Chair) - 6

NOES: Borkowski - 1

11. 09-184(a) An adopted Resolution by Supervisor Coggs authorizing and directing the Director, Division of Human Resources, to prepare a report for consideration in the June 2009 meeting cycle summarizing time off utilized under the Family and Medical Leave Act (FMLA), and further directing the creation of a uniform Countywide FMLA policy and training plan by July 31, 2009. **(06/12/09: Report due from Director of Human Resources.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SCHEDULED ITEMS:

APPEARANCES:

Dr. Karen Jackson, Director, Human Resources, DAS
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Mary Ann Grimes, Deputy, Corporation Counsel

01:00 Dr. Jackson indicated that this represents part two of the resolution's directive, which includes policy, a manual, and training plan. This information has been forwarded to the Unions. To date, there has been no response.

2:23 Ms. Parker provided the Committee with an overview of the manual, newly updated forms (which now conform to the changes in law), and upcoming training with departments for frontline supervisors.

04:51 Supervisor De Bruin requested follow-up information as to whether there has been any review by the Administration as to the projected fiscal impact of conforming more to Federal laws.

Questions and comments ensued.

07:24 Ms. Grimes provided the Committee with an overview of FMLA policy and stated the policy submitted is fine except for the domestic partnership language that has to be added.

MOTION BY:(Dimitrijevic) Receive and Place on File the report from the Director of Human Resources, dated July 1, 2009. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

12. 08-231(a) An adopted Resolution by Supervisors Weishan, Coggs, Thomas, Johnson, Dimitrijevic, and Borkowski authorizing and directing the Director of the Department of Administrative Services to provide an annual countywide report of funded but vacant positions. **(Also to the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

00:30 Mr. Ruggini explained the process the Department uses to extract this information from the budget and Ceridian HR systems. Once the information is obtained, verification is needed by the departments to ensure that accurate information is submitted to the Board.

SCHEDULED ITEMS:

Departments were also asked to provide rationales for why positions are vacant. Mr. Ruggini reviewed the report and its findings in detail.

Questions and comments ensued.

The Committee took no action regarding this informational report.

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

13. 09-286 From the Director, Department of Health and Human Services, requesting authorization to abolish one position of RN II (MH) and three positions of Human Services Worker (BHD) and create one position of RN II MDS & Care Plan Coordinator and two positions of Psychiatric Social Worker. **(Also to the Committee on Finance and Audit, Department of Administrative Services, and Division of Human Resources.)**

APPEARANCE:

Alex Kotze, Fiscal Management Analyst, BHD, DHHS

Questions and comments ensued.

MOTION BY:(Borkowski) Approve. 7-0

AYES: Larson, Borkowski, De Bruin, Weishan, Dimitrijevic
Thomas and Cesarz (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

14. 09-P-04 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

MOTION BY:(Larson) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #14. 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 items. 6-1

AYES: Larson, Borkowski, Weishan, Dimitrijevic, Thomas and Cesarz (Chair) - 6

NOES: De Bruin - 1

SCHEDULED ITEMS:

The Committee convened into closed session at approximately 11:43 a.m. The Committee did not reconvene back into open session.

STAFF PRESENT:

Terrence Cooley, Chief of Staff, County Board
Bill Domina, Corporation Counsel
Dr. Karen Jackson, Director, Human Resources, DAS
Tim Russell, Deputy Chief of Staff, County Executive's Office
Jack Takerian, Interim Director, Department of Transportation & Public Works
Mary Ann Grimes, Deputy, Corporation Counsel
Brenda Ottesen, Human Resources Coordinator, Clerk of Circuit Court
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Greg Gracz, Director, Labor Relations
Rebecca Parker, FMLA Specialist, Human Resources, DAS
Alex Kotze, Fiscal Management Analyst, BHD, DHHS
Rick Ceschin, Research Analyst, County Board

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

Length of meeting: 9:35 a.m. to 12:36 p.m.

Adjourned,

Jodi Wapp

Committee Clerk
Committee on Personnel