

Chairperson: Supervisor Patricia Jursik, 278-4231

Committee Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, December 10, 2010 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

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

EXCUSED: Supervisor Larson

SCHEDULED ITEMS:

1. 10-447 A Resolution by Supervisor Sanfelippo authorizing and directing the Employee Benefits Workgroup to fully develop a graduated defined contribution pension plan to replace the existing defined benefit plan and to report back with a final plan for implementation. **(Also to the Committee on Finance and Audit.)**

APPEARANCE:

Mark Grady, Principal Assistant, Corporation Counsel

00:32 Mr. Ceschin provided a brief explanation of the amendment.

00:50 Supervisor Sanfelippo stated this resolution would allow the County to realize great savings by switching to a defined contribution plan. The County would match up to four percent.

Questions and comments ensued at length.

12:46 ***MOTION BY:(Sanfelippo) Approve the Amendment.***

34:32 Supervisor Rice requested to be added as a co-sponsor.

46:18 The following people appeared and spoke regarding this item:
Patty Yunk, AFSCME, DC48
Rob Henkin, President, Public Policy Forum

56:05 Supervisor Cesarz requested to be added as a co-sponsor.

MOTION BY:(Jursik) Refer this Resolution to the Long Range Strategic Planning Committee, the Employee Benefits Workgroup, Corporation Counsel, and Labor Relations . 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

2. 10-23(a) From the Interim Director of Human Resources, relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:13 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

3. 10-24(a) From the Interim Director of Human Resources, relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:13 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

4. 10-347(a)(a) From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2011 Adopted Budget.

APPEARANCES:

Candace Richards, Interim Director, Human Resources

Steve Kreklow, Fiscal and Budget Administrator, DAS

John Ruggini, Assistant Fiscal and Budget Administrator, DAS

00:38 Ms. Richards indicated that this is just a partial list of recommended classifications and pay ranges for positions adopted in the 2011 Budget. She stated DHR intends to submit additional positions during the January meeting cycle.

07:56 Supervisor De Bruin requested a follow-up report on the critical positions recommended in this report.

MOTION BY:(De Bruin) Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

SCHEDULED ITEMS:

Item #s 5-11 were considered together.

5. 10-452 From the Director, Department of Administrative Services, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Candace Richards for the position of Director of Human Resources until such time that an appointment is made to fill the position.

SEE ITEM #11 FOR COMMITTEE ACTION

6. 10-453 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Geri Lyday for the position of Director of the Department of Health and Human Services until such time that an appointment is made to fill the position.

SEE ITEM #11 FOR COMMITTEE ACTION

7. 10-454 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Araceli Garcia for the position of Human Resources Manager (DHHS).

SEE ITEM #11 FOR COMMITTEE ACTION

8. 10-455 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Vernice Strapp-Pitts for the position of Human Resources Manager (DHHS).

SEE ITEM #11 FOR COMMITTEE ACTION

9. 10-456 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Mark Stein for the position of Administrator of the Disabilities Services Division.

SEE ITEM #11 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

10. 10-331(a)(a) From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for James Martin for the position of IT Director – Governance until the confirmation of a permanent Chief Information Officer occurs.

SEE ITEM #11 FOR COMMITTEE ACTION

11. 10-450 From the Interim Director of Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Gary Waszak for the position of Chief of Operations (Facilities Director) of the Facilities Management Division.

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Geri Lyday, Interim Director, Department of Administrative Services
Araceli Garcia, Manager, Human Resources, DHHS
Vernice Strapp-Pitts, Manager, Human Resources, HOC
Mark Stein, Administrator, Disabilities Services Division, DHHS
James Martin, IT Director-Governance, IMSD
Gary Waszak, Chief of Operations, Facilities Management Division, DTPW

00:05 All TAHC incumbents appeared and provided brief comments

MOTION BY:(Borkowski) Approve Item #s 5-11. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

12. 09-257(a) From the Interim 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). **(Quarterly Report.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Candace Richards, Interim Director, Human Resources

00:33 Ms. Richards provided a brief overview of the report.

The Committee took no action regarding this informational report.

SCHEDULED ITEMS:

13. 10-P-06 From the Interim Director of Human Resources, submitting an
10-471 informational report providing a tentative action plan in the event
Milwaukee County faces high vacancies due to retirements during the
first quarter of 2011. **(INFORMATIONAL ONLY UNLESS OTHERWISE
DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Candace Richards, Interim Director, Human Resources
Steve Kreklow, Fiscal and Budget Administrator, DAS
Terrence Cooley, Chief of Staff, County Board
Jerry Heer, Director, Department of Audit

01:58 Ms. Richards provided an overview of DHR's plan.

08:17 Supervisor Borkowski requested written correspondence from DAS
addressing the action plan for layoffs, furloughs, and any other
correspondence that has been engaged in prior to the County Board
meeting.

Questions and comments ensued.

***MOTION BY:(De Bruin) RECEIVE AND PLACE ON FILE, a report from
the Interim Director of Human Resources, dated
December 2, 2010, a report from the County Board
Chairman dated November 29, 2010, and a report and
attachments from the Director of Audit dated
December 6, 2010, regarding a tentative action plan in
the event Milwaukee County faces high vacancies due to
retirements during the first quarter of 2011.***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo,
and Jursik (Chair) – 6

NOES: 0

14. 10-P-07 From the Interim Director, Department of Health and Human Services,
providing an informational report reflecting the number of Psychology
Department positions employed at the Behavioral Health Division,
budgeted capacity, and salary comparison of Milwaukee County vs.
industry trend. **(Also considered by the Committee on Health and
Human Needs.) (INFORMATIONAL ONLY UNLESS OTHERWISE
DIRECTED BY THE COMMITTEE)**

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human
Services
Dr. Laura Riggle, Chief Psychologist, Behavioral Health Division, DHHS

SCHEDULED ITEMS:

00:49 Ms. Lyday discussed retention, recruitment, the ongoing challenge of hiring due to the competitive environment with other entities, vacancies, number of psychologists employed, and policy considerations. Ms. Lyday indicated that she will bring forth the more comprehensive report requested during the October meeting cycle for the March 2011 meeting cycle.

Questions and comments ensued.

18:27 Supervisor De Bruin requested that the report include looking at the residency requirement to possibly entail an across the board exemption for these particular positions to assist in recruitment.

The Committee took no action regarding this informational report.

Item #s 15-20 were considered together.

15. 10-P-08 From the Director of Employee Benefits, providing an informational report on the mental health/substance abuse coverage move to the PPO under United Health Care for the 2011 Plan Year. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

16. 10-457 From the Director of Employee Benefits, requesting authorization to amend the United Health Care contract to include Employee Assistance Plan (EAP) services effective January 1, through December 31, 2011. **(Also to the Committee on Finance and Audit.)**

SEE ITEM # 20 FOR COMMITTEE ACTION

17. 10-458 From the Director, Division of Employee Benefits, requesting authorization to purchase a Stop Loss Insurance Policy from United Health Care for coverage effective January 1, through December 31, 2011. **(Also to the Committee on Finance and Audit.)**

SEE ITEM # 20 FOR COMMITTEE ACTION

18. 10-P-09 From the Director of Employee Benefits providing an informational report regarding the Care Plus DMO Plan. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

SCHEDULED ITEMS:

19. 10-P-10 From the Director of Employee Benefits, submitting an informational report regarding Milwaukee County's conventional dental plan. **(Also considered by the Committee on Finance and Audit.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

SEE ITEM # 20 FOR COMMITTEE ACTION

20. 10-459 From the Fiscal and Budget Administrator, Department of Administrative Services (DAS), requesting authorization to add the Pharmaceutical Management Initiative, authorized in the 2011 Adopted Budget, to the existing Medco Contract, increasing the annual Medco administration fee by a maximum of \$85,300 per year. **(Also to the Committee on Finance and Audit.)**

APPEARANCES:

Matt Hanchek, Fiscal Benefits Manager, Employee Benefits, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS

- 01:08 Mr. Hanchek and Mr. Kreklow provided an overview of Item #s 15-20.

Questions and comments ensued.

MOTION BY:(Schmitt) Concur with the Committee on Finance and Audit by: going forward with the recommendation for Item #15 and Approve Item #s 16, 17, and 20. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee took no action regarding the informational reports associated with Item #s 18 and 19.

21. 10-236(a) An adopted Resolution by Supervisor Jursik amending Chapters 79 and 80 of the Milwaukee County Code of General Ordinances to clarify the negotiation, review, and approval process for collateral agreements with collective bargaining units. **(Also to the Committee on Finance and Audit.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Greg Gracz, Director, Labor Relations

SCHEDULED ITEMS:

01:06 Mr. Gracz indicated that this is a summary for all agreements and provided a brief overview.

The Committee took no action regarding this informational report.

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

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

22. 10-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

APPEARANCES:

Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
Mark Vetter, Beulow Vetter

00:07 ***MOTION BY:(Borkowski) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (g), for the purpose of discussing Item #22. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 6-0***

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

The Committee convened into closed session at approximately 12:13 p.m. The Committee did not reconvene back into open session.

ADDENDUM ITEM

23. 10-463 From the Fiscal and Budget Administrator, Department of Administrative Services (DAS), requesting authorization to amend various sections of Chapter 17 and Chapter 201 of the Milwaukee County Code of General Ordinances as it pertains to wage, health, and pension benefits based on the provisions of the 2011 Adopted Budget and Wisconsin Act 218. (Also to the Committee on Finance and Audit, the Pension Study Commission, and the Pension Board.

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
David Arena, Director, Employee Benefits, DAS

SCHEDULED ITEMS:

Larry Langer, Principal Consulting Actuary, Buck Consultants

01:49 Mr. Langer provided an analysis of the adopted changes to wage, health, and pension benefits.

Questions and comments ensued.

14:04 Supervisor De Bruin requested a follow-up report addressing the Mental Health Parity Act. She would like to know what the changes mean for county employees who may need mental health services. The report should include how the benefits employees are entitled to will change, changes in cost, and how implementing this change will affect the potential benefits offered overall in this area.

MOTION BY:(De Bruin) Concur with the Committee on Finance and Audit and Approve. 6-0

AYES: Borkowski, De Bruin, Schmitt, Rice, Sanfelippo, and Jursik (Chair) – 6

NOES: 0

STAFF PRESENT:

Mark Grady, Principal Assistant, Corporation Counsel
Candace Richards, Interim Director, Human Resources, DAS
Steve Kreklow, Fiscal and Budget Administrator, DAS
John Ruggini, Assistant Fiscal and Budget Administrator, DAS
Geri Lyday, Interim Director, Department of Health and Human Services
Araceli Garcia, Manager, Human Resources, DHHS
Vernice Strapp-Pitts, Manager, Human Resources, HOC
Mark Stein, Administrator, Disabilities Services Division, DHHS
James Martin, IT Director-Governance, IMSD
Gary Waszak, Chief of Operations, Facilities Management Division, DTPW
Terrence Cooley, Chief of Staff, County Board
Jerry Heer, Director, Department of Audit
Dr. Laura Riggle, Chief Psychologist, Behavioral Health Division, DHHS
Matt Hanchek, Fiscal Benefits Manager, Employee Benefits, DAS
Greg Gracz, Director, Department of Labor Relations
Fred Bau, Labor Relations Specialist, Labor Relations
David Arena, Director, Employee Benefits, DAS
Rick Ceschin, Research Analyst, County Board

SCHEDULED ITEMS:

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

Length of meeting: 9:04 a.m. to 12:37 p.m.

Adjourned,

Jodi Mapp

Committee Clerk

Committee on Personnel

DEADLINE FOR THE PERSONNEL COMMITTEE:

The next regular meeting of the Personnel Committee is

Friday, January 28, 2011, @ 9:00 a.m.

All items for the agenda must be in the Committee Clerk's possession by the morning of the business day on ***Friday, January 14, 2011.***