# Milwaukee County

County Courthouse
901 N. 9th Street, Rm. 201
Milwaukee, WI 53233

## Meeting Minutes

## Personnel Committee

***Chairperson: Supervisor Patricia Jursik***
***Clerk: Jodi Mapp, 278-4073***
***Research Analyst: Rick Ceschin, 278-5003***

**Friday, March 11, 2011** | **9:00 AM** | **Room 201-B**

## Call To Order

**Present** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**1** **INF 11-134** From the Fiscal and Budget Analyst and the Acting Fiscal and Budget Administrator, submitting an informational report regarding alternative funding for the Office of Sustainability. **(Referred to the Committees on Finance & Audit and Personnel) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** REPORT
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCES:*
*John Ruggini, Interim Fiscal and Budget Administrator, DAS*
*Steve Cady, Fiscal and Budget Analyst, County Board*

**This informational report was discussed with no action.**

**2** **RES 11-3**

A Resolution creating an Office of Sustainability under the Office of the County Executive's and a new, full-time position of Director of Sustainability that would directly report to the County Executive, retitling the existing position of Sustainability and Environmental Engineer to Managing Environmental Engineer and funding the new position with funds from the Appropriation for Contingencies account. **(02/04/11 County Board Meeting: Referred back to the Committees on Finance and Audit and Personnel, the Department of Administration, and the Department of Human Resources.)**

***Sponsors:*** Dimitrijevic, Broderick, Harris, Lipscomb and Weishan

***Attachments:***
FISCAL NOTE
CB Resolution 11-57
Audio Parks 01/25/11
Audio Part 1 F&A 1-27-11
Audio Part 2 F&A 1-27-11
CB resolution 11-57
Audio F&A 03/10/11
Audio PER 03/11/11

**A motion was made by Supervisor Rice that the Committee on Personnel concur with the Committee on Finance and Audit that this resolution be recommended for rejection. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**3** **INF 11-137**

From the Interim 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.)**

***Attachments:***
MEMO
RECLASS REPORT
REALLOCATION REPORT
ADVANCEMENTS WITHIN THE PAY RANGE REPORT
ECP REVISIONS REPORT
Audio PER 03/11/11

*APPEARANCE:*
*Candace Richards, Interim Director, Human Resources*

**This informational report was discussed with no action.**

**4** **INF 11-138**

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

***Attachments:*** MEMO
REPORT
Audio PER 03/11/11

*APPEARANCES:*
*Candace Richards, Interim Director, Human Resources*
*Inspector Richard Schmidt, Office of the Sheriff*
*Chris Johnson, Staff Assistant, County Executive's Office*

**This informational report was discussed with no action.**

**5** **INF 11-136**

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

***Attachments:*** MEMO
DUAL EMPLOYMENT REPORT
TAHC REPORT
TEMPORARY APPOINTMENTS REPORT
EMERGENCY APPOINTMENTS REPORT
Audio PER 03/11/11

*APPEARANCE:*
*Candace Richards, Interim Director, Human Resources*

**This informational report was discussed with no action.**

**6** **INF 11-143**

From the Interim Director of Human Resources submitting a follow-up informational report providing the status of positions created in the 2011 Adopted Budget. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** Audio PER 03/11/11

*APPEARANCE:*
*Candace Richards, Interim Director, Human Resources*

**This informational report was discussed with no action.**

**7** **INF 11-130**

From the Interim Director of Human Resources, providing an informational status report on the salary comparison study being conducted at the Behavioral Health Division. **(10/29/10: Follow-up information was requested in conjunction with the report provided by the Interim Director of the Department of Health and Human Services.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** Audio PER 03/11/11

*APPEARANCE:*
*Candace Richards, Interim Director, Human Resources*

**This informational report was discussed with no action.**

**8** **INF 11-147**

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)**

***Attachments:*** REPORT
Audio PER 03/11/11

*APPEARANCES:*
*Candace Richards, Interim Director, Human Resources*
*Fred Bau, Interim Director, Labor Relations*

**This informational report was discussed with no action.**

**9** **11-118**

From the County Clerk, requesting authorization to double fill the position of Fiscal Specialist 2 (Title Code 04042, Pay Range 05P) for approximately four (4) weeks, beginning April 4, 2011.

***Attachments:*** RESOLUTION
FISCAL NOTE
Audio PER 03/11/11

*APPEARANCE:*
*Joseph J. Czarnezki, Milwaukee County Clerk*

**A motion was made by Supervisor De Bruin that this item be recommended for adoption. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**10** **11-132**

From the Interim Director, Employee Benefits Division, requesting authorization to execute a three-year contract extension for administration of Milwaukee County's prescription drug coverage with Medco. **(Referred to the Committees on Finance and Audit and Personnel.)**

***Attachments:*** RESOLUTION
FISCAL NOTE
CB resolution 08-279(a)(b)
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCES:*
*Gerald Schroeder, Interim Director, Employee Benefits Division, DAS*
*Matt Hancheck, Benefits Manager, Employee Benefits Division, DAS*

**A motion was made by Supervisor Borkowski that the Committee on Personnel concur with the Committee on Finance and Audit that this item be recommended for adoption. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**11** **INF 11-129**

**2011 Budget Amendment 1C008:** From the Interim Director, Employee Benefits Division, submitting an informational report regarding dependent eligibility audits. **(Referred to the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** REPORT
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCES:*
*Gerald Schroeder, Interim Director, Employee Benefits Division, DAS*
*Matt Hancheck, Benefits Manager, Employee Benefits Division, DAS*

**This informational report was discussed with no action.**

**12** **11-142**

From the Employee Benefits Workgroup requesting $50,000 from the Appropriation for Contingencies to obtain actuarial services for pension related matters. **(Referred to the Committees on Finance and Audit and Personnel.)**

***Attachments:*** REPORT
RESOLUTION
FISCAL NOTE
CB Resolution 11-136
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCES:*
*Mark Grady, Principal Assistant, Corporation Counsel*
*Gerald Schroeder, Interim Director, Employee Benefits Division, DAS*
*Harold Mester, Public Information Manager, County Board*
*Chris Johnson, Staff Assistant, County Executive's Office*

*Supervisor De Bruin requested a follow-up report for the April meeting cycle that contains a contingency plan that addresses how adequate staffing will be provided in the areas where medical professionals are employed in the event Milwaukee County realizes the potential additional projected retirements.*

**A motion was made by Supervisor De Bruin that the Committee on Personnel concur with the Committee on Finance and Audit that this item be recommended for approval. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**A motion was made by Supervisor De Bruin that this item be reconsidered. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**A motion was made by Supervisor De Bruin that the Committee on Personnel concur with the Committee on Finance and Audit that this item be recommended for adoption. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**13** **INF 11-128**

**2011 Budget Amendment 1C008:** From the Employee Benefits Workgroup, submitting an informational status report on a Voluntary Employee Benefits Association (VEBA). **(Referred to the Committees on Finance and Audit and Personnel) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** REPORT
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCE:*
*Steve Cady, Fiscal and Budget Analyst, County Board*

**This informational report was discussed with no action.**

**14** **INF 11-123**

From the Fiscal and Budget Administrator, Department of Administrative Services, submitting a follow-up informational report regarding the unauthorized usage of personal information by an employee of a temporary agency. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** REPORT
Audio PER 03/11/11

*APPEARANCE:*
*John Ruggini, Interim Fiscal and Budget Administrator, DAS*

**This informational report was discussed with no action.**

**15** **11-149**

From the Interim Director, Department of Labor Relations, requesting authorization to amend the Amedo Greco contract to increase the do not exceed limit by $20,001.

***Attachments:*** REPORT
ORIGINAL CONTRACT
RESOLUTION
FISCAL NOTE
Audio PER 03/11/11

*APPEARANCE:*
*Fred Bau, Interim Director, Labor Relations*

**A motion was made by Supervisor De Bruin that this item be laid over to the Call of the Chair. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**16** **INF 11-125**

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. **(Referred to the Committees on Finance and Audit and Personnel.) (Per adoption of the Resolution, Quarterly Report due from Labor Relations.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

***Attachments:*** REPORT
Audio PER 03/11/11

*APPEARANCE:*
*Fred Bau, Interim Director, Labor Relations*

**This informational report was discussed with no action.**

**17** **11-134**

From Corporation Counsel, requesting authorization to amend Section 17.33 of the Milwaukee County Code of General Ordinances relating to non-represented attorneys. **(Referred to the Committees on Judiciary, Safety and General Services and Personnel.)**

***Attachments:*** REPORT
RESOLUTION
FISCAL NOTE
Audio PER 03/11/11

*APPEARANCE:*
*Tim Schoewe, Acting Corporation Counsel*

**A motion was made by Supervisor Borkowski that this resolution/ordinance be recommended for adoption. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

**18** **INF 11-99**

From Corporation Counsel, submitting an informational report on the pension and benefit ramifications of the proposed changes to Correction Officer Lieutenant positions. **(Referred to Committees on Finance and Audit and Personnel.) (01/11: Committees requested this report as supporting information for Sheriff's positions.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE.)**

***Attachments:*** REPORT
Audio F&A 03/10/11
Audio PER 03/11/11

*APPEARANCE:*
*Mark Grady, Principal Assistant, Corporation Counsel*

**This informational report was discussed with no action.**

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

**19** **11-50** From Inspector, Office of Sheriff, requesting authorization to abolish 18.0 FTE of Deputy Sheriff Sergeant (Title Code 00061700) (PR22B) and create 18.0 FTE of Correctional Officer Lieutenant (Title Code 00058610) (PR23CM) for the County Correctional Facility Central of the Office of the Sheriff effective February 21, 2011. **(Referred to the Committees on Finance and Audit, Personnel, the Department of Administrative Services, and Division of Human Resources.)**

***Attachments:***
DEPT. REPORT
DAS REPORT
DHR REPORT
RESOLUTION
FISCAL NOTE
Audio F&A 01/27/11
Audio PER 01/28/11
Audio F&A 03/10/11
Audio PER 03/11/11

**A motion was made by Supervisor De Bruin that the Committee on Personnel concur with the Committee on Finance and Audit and lay the item over with a referral to Corporation Counsel for the composition of language that addresses the elimination of the Rule of 75. The motion was approved by the following vote:**

**Aye:** 6 - Borkowski, De Bruin, Schmitt, Rice, Sanfelippo and Jursik

## 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):

**20** **INF 11-148** From the Interim Director, Employee Benefits Division, providing a status report on the Internal Revenue Service (IRS) audit of the OBRA Retirement System.

***Attachments:*** Audio PER 03/11/11

*Item #s 20 and 21 were considered together.*

**A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the aforementioned item. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary. The motion was approved by the following vote:**

**Aye:** 5 - Borkowski, Schmitt, Rice, Sanfelippo and Jursik

**Excused:** 1 - De Bruin

## COLLECTIVE BARGAINING (CAUCUS)

**21** **INF 11-29** Deliberation, negotiation, or renegotiation of collective bargaining agreements.

***Attachments:*** Audio PER 01/19/11
Audio PER 03/11/11

*Item #s 20 and 21 were considered together.*

**A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (g) for the purpose of discussing the aforementioned item. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever actions it may deem necessary. The motion was approved by the following vote:**

**Aye:** 5 - Borkowski, Schmitt, Rice, Sanfelippo and Jursik

**Excused:** 1 - De Bruin

*The Committee convened into closed session at approximately 10:44 a.m. The Committee did not reconvene back into open session.*

## Length of meeting: 9:08 a.m. to 12:00p.m.

## Adjournment

Deadline for the next meeting: The next regular meeting for this Committee is Friday, April 15, 2011 at 9:00 a.m. All items must be in the Committee Clerk's possession by the end of the business day on Friday, April 1, 2011.