



Milwaukee County

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

Meeting Minutes Personnel Committee

Chairperson: Supervisor Joe Sanfelippo

Clerk: Jodi Mapp, 278-4073

Research Analyst: Rick Ceschin, 278-5003

Friday, July 22, 2011

9:00 AM

Room 201-B

Call To Order

Present 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused 1 - Rice

- 1 INF 11-348 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: [REPORT](#)
 [Audio PER 07/22/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources, Department of Administrative Services

This Informational Report was discussed with no action taken.

- 2 INF 11-346 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 07/22/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources, Department of Administrative Services

This Informational Report was discussed with no action taken.

- 3 INF 11-347 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: [REPORT](#)
 [Audio PER 07/22/11](#)

APPEARANCE:
Candace Richards, Interim Director, Human Resources, Department of Administrative Services

This Informational Report was discussed with no action taken.

- 4 11-360 From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Gerald Schroeder for the position of Director of the Division of Employee Benefits, Department of Administrative Services, until July 29, 2011.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution 11-360](#)
 [Audio PER 07/22/11](#)

APPEARANCES:
Candace Richards, Interim Director, Human Resources, Department of Administrative Services (DAS)
Pamela Bryant, Interim Fiscal and Budget Administrator, DAS

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

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 5 11-361 From the Interim Director, Human Resources, requesting authorization to extend the Temporary Assignment to a Higher Classification (TAHC) for Marian Ninneman for the position of Employee Retirement System Manager, Human Resources, Department of Administrative Services, until such time as an appointment is made to fill the position.

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution 11-361](#)
[Audio PER 07/22/11](#)

APPEARANCES:

Candace Richards, Interim Director, Human Resources, Department of Administrative Services
Pamela Bryant, Interim Fiscal and Budget Administrator, DAS

A motion was made by Supervisor Borkowski that this item be recommended for adoption. The motion PREVAILED by the following vote:

Aye: 5 - Borkowski, Schmitt, Cesarz, Haas and Sanfelippo

No: 1 - Lipscomb Sr.

Excused: 1 - Rice

- 6 11-328 From the Interim Director, Department of Health and Human Services, requesting authorization to undertake position and other actions to reduce critical and persistent vacancies and increase the retention rate in key psychiatry and psychology positions at the Behavioral Health Division. **(Referred to the Committees on Health and Human Needs, Finance and Audit, and Personnel.)**

Attachments: [REPORT](#)
[RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution 11-328](#)
[Audio HHN 07/20/11](#)
[Audio F&A 07/21/11](#)
[Audio PER 07/22/11](#)

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services (DHHS)
Dr. Laura Riggle, Chief Psychologist, Behavioral Health Division (BHD), DHHS
Paula Lucey, Administrator, BHD, DHHS

A motion was made by Supervisor Borkowski that the Committee on Personnel concur with the Committees on Health and Human Needs and Finance and Audit and recommend this item for adoption. The motion PREVAILED by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 7 **ORD 11-7** From the County Executive, requesting authorization to amend Section 17 of the Milwaukee County Code of General Ordinances as it pertains to vacation and sick allowance benefits for non-represented employees. **(06/23/11: Referred back to Committee by the Board.)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Substitute Resolution ORD 11-7](#)
 [AMENDMENT #1 \(Introduced on Board Floor 06/23/11\)](#)
 [Audio PER 06/17/11](#)
 [Audio CB 06/23/11 part 1](#)
 [Audio CB 06/23/11 part 2](#)
 [AMENDMENT #1 REVISED](#)
 [CB Resolution/ORD 11-7](#)
 [Audio PER 07/22/11](#)

APPEARANCES:

George Aldrich, Chief of Staff, County Executive's Office
Steve Cady, Fiscal and Budget Analyst, County Board
Jerry Heer, Director, Department of Audit

A motion was made by Supervisor Lipscomb Sr. to AMEND this Ordinance as follows: Section 2, Subsections 9 and 10, beginning on Line 254, and Section 3 beginning on Line 337 as delineated in the Attachment titled "AMENDMENT #1 REVISED." The motion PREVAILED by the following vote:

Aye: 5 - Borkowski, Cesarz, Lipscomb Sr., Haas and Sanfelippo

No: 1 - Schmitt

Excused: 1 - Rice

A motion was made by Supervisor Lipscomb Sr. that this Ordinance be recommended for adoption AS AMENDED. The motion PREVAILED by the following vote:

Aye: 5 - Borkowski, Cesarz, Lipscomb Sr., Haas and Sanfelippo

No: 1 - Schmitt

Excused: 1 - Rice

- 8 **ORD 11-8** From Corporation Counsel requesting authorization to amend Section 201.24 (3.3), (3.5), and (3.11) of the Milwaukee County Code of General Ordinances as it pertains to pension benefits in preparation for implementation of possible State-mandated employee pension contributions. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [ACTUARIAL REPORT](#)
 [FISCAL NOTE](#)
 [PENSION BOARD REPORT](#)
 [Audio F&A 06/16/11](#)
 [Audio PER 06/17/11](#)
 [SUBSTITUTE REPORT](#)
 [SUBSTITUTE RESOLUTION/ORDINANCE](#)
 [SUBSTITUTE FISCAL NOTE](#)
 [SUBSTITUTE ACTUARIAL REPORT](#)
 [CB Substitute Ordinance/ORD 11-8](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11](#)

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
Scott Manske, Controller, Department of Administrative Services
Jerry Heer, Director, Department of Audit

A motion was made by Supervisor Schmitt that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this item for adoption. The motion PREVAILED by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 9 **ORD 11-9** From the Employee Benefits Workgroup, requesting authorization to amend Milwaukee County General Ordinance 201.24(2.18) to implement provisions of the 2010 and 2011 Adopted Budgets, Org. Unit 1972 - Wage and Benefit Modifications, for non-public safety collective bargaining units, as permitted by 2011 Wisconsin Act 10. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [ACTUARIAL REPORT](#)
 [FISCAL NOTE](#)
 [PENSION BOARD COMMENT](#)
 [CB Ordinance/ORD 11-9](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11](#)

APPEARANCE:

Mark Grady, Principal Assistant, Corporation Counsel

A motion was made by Supervisor Schmitt that that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this item for adoption. The motion PREVAILED by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 10 ORD 11-11 From the Interim Director, Division of Employee Benefits, requesting authorization to implement, as soon as administratively feasible, the Milwaukee County 2010 Group Health Benefit Plan for active employed members of the Deputy Sheriffs Association and the Milwaukee County Firefighters Association and the Milwaukee County 2011 Group Health Benefit Plan for retired members of the Deputy Sheriffs Association and the Milwaukee County Firefighters Association by amending Section 17.14 of the Milwaukee County Code of General Ordinances. **(Referred to the Committees on Finance and Audit and Personnel)**

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB ordinance ORD 11-11](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11-Part 1](#)
 [Audio PER 07/22/11-Part 2](#)

APPEARANCES:

Matt Hanchek, Fiscal Benefits Manager, Division of Employee Benefits,
Department of Administrative Services
Jerry Heer, Director, Department of Audit

A motion was made by Supervisor Schmitt that that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this item for adoption. The motion **PREVAILED** by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 11 INF 11-307 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. **(Per adoption of the resolution, yearly report due from DAS.) (Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11](#)

APPEARANCES:

Antoinette Thomas-Bailey, Fiscal Management Analyst, Department of Administrative Services (DAS)
CJ Pahl, Assistant Fiscal and Budget Administrator, DAS

This Informational Report was discussed with no action taken.

Item #s 12 and 13 were considered together.

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

- 12 11-295 From the Director, Department of Parks, Recreation and Culture, requesting authorization to abolish one Office Assistant III position and create one Clerical Specialist NR - Parks position. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DAS REPORT](#)
 [DAS RESOLUTION](#)
 [DAS FISCAL NOTE](#)
 [DHR REPORT](#)
 [DEPT. REPORT](#)
 [DEPT. FISCAL NOTE](#)
 [CB Resolution 11-295](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11](#)

APPEARANCE:

James Keegan, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

A motion was made by Supervisor Borkowski that the Committee on Personnel concur with the Committee on Finance and Audit and recommend Items 13 and 14 for adoption. The motion **PREVAILED** by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

- 13 11-350 From the Director, Department of Parks, Recreation, and Culture, requesting authorization to create eight Seasonal Park Patrol positions. **(Referred to the Committees on Finance and Audit and Personnel, the Department of Administrative Services, and the Division of Human Resources.)**

Attachments: [DAS REPORT](#)
 [DAS RESOLUTION](#)
 [DAS FISCAL NOTE](#)
 [DHR REPORT](#)
 [DEPT. REPORT](#)
 [CB Resolution 11-350](#)
 [Audio F&A 07/21/11](#)
 [Audio PER 07/22/11.MP3](#)

APPEARANCE:

James Keegan, Chief of Administration and External Affairs, Department of Parks, Recreation, and Culture

A motion was made by Supervisor Borkowski that the Committee on Personnel concur with the Committee on Finance and Audit and recommend Items 13 and 14 for adoption. The motion **PREVAILED** by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

(CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 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(s):

- 14 **RES 11-449** A resolution authorizing and directing the Interim Director, Department of Administrative Services - Division of Employee Benefits to revise the Milwaukee County Employee Health Plan to extend the health benefits coverage to domestic partners of eligible active Milwaukee County employees and their dependents. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Dimitrijevic, Biddle Sr., Broderick, Romo West, Haas, Harris, Weishan, Johnson Jr. and De Bruin

Attachments: [RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution/ RES 11-449](#)
[Audio F&A 07/21/11-Part 1](#)
[Audio F&A 072111-Part 2](#)
[Audio PER 07/22/11-Part 1](#)
[Audio PER 07/22/11-Part 2](#)

APPEARANCES:

Supervisor Marina Dimitrijevic, 4th District
Supervisor Eyon Biddle, Sr., 10th District
Matt Hanchek, Fiscal Benefits Manager, Division of Employee Benefits,
Department of Administrative Services

The following people appeared and spoke regarding this item:

Jacqueline Lindo
Ray Vahey, Equality Wisconsin
Roger Hansen

The following people registered but did not speak regarding this item:

Robert Braun, Christian Civil Liberty Union
Violet Braun, Christian Civil Liberty Union
John Payton
Lizzi Dahlk, Equality Wisconsin

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1) (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 item. The motion **PREVAILED** by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

The Committee convened into closed session at approximately 11:30 a.m. and reconvened in open session at approximately 12:12 p.m.

Call To Order

Present 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused 1 - Rice

RES 11-449 A resolution authorizing and directing the Interim Director, Department of Administrative Services - Division of Employee Benefits to revise the Milwaukee County Employee Health Plan to extend the health benefits coverage to domestic partners of eligible active Milwaukee County employees and their dependents. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Dimitrijevic, Biddle Sr., Broderick, Romo West, Haas, Harris, Weishan, Johnson Jr. and De Bruin

Attachments: [RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution/ RES 11-449](#)
[Audio F&A 07/21/11-Part 1](#)
[Audio F&A 072111-Part 2](#)
[Audio PER 07/22/11-Part 1](#)
[Audio PER 07/22/11-Part 2](#)

A motion was made by Supervisor Haas that the Committee on Personnel concur with the Committee on Finance and Audit and recommend this Resolution for adoption. The motion FAILED by the following vote:

Aye: 2 - Lipscomb Sr. and Haas

No: 4 - Borkowski, Schmitt, Cesarz and Sanfelippo

Excused: 1 - Rice

Supervisor Haas' Motion to Concur Failed.

RES 11-449 A resolution authorizing and directing the Interim Director, Department of Administrative Services - Division of Employee Benefits to revise the Milwaukee County Employee Health Plan to extend the health benefits coverage to domestic partners of eligible active Milwaukee County employees and their dependents. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Dimitrijevic, Biddle Sr., Broderick, Romo West, Haas, Harris, Weishan, Johnson Jr. and De Bruin

Attachments: [RESOLUTION](#)
[FISCAL NOTE](#)
[CB Resolution/ RES 11-449](#)
[Audio F&A 07/21/11-Part 1](#)
[Audio F&A 072111-Part 2](#)
[Audio PER 07/22/11-Part 1](#)
[Audio PER 07/22/11-Part 2](#)

A motion was made by Supervisor Cesarz to refer this Resolution Finance and Audit Budget Committee process. The motion PREVAILED by the following vote:

Aye: 4 - Borkowski, Schmitt, Cesarz and Sanfelippo

No: 2 - Lipscomb Sr. and Haas

Excused: 1 - Rice

15 INF 11-253 From the Interim Director, Department of Labor Relations and legal counsel, reporting and conferring on litigation before the Wisconsin Employment Relations Commission by AFSCME District Council 48.

Attachments: [Audio PER 06/01/11](#)
[Audio PER 07/22/11](#)

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1) (g) for the purpose of discussing Item #15. 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. The motion PREVAILED by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

The Committee convened into closed session at approximately 11:30 a.m. and reconvened in open session at approximately 12:12 p.m. However, no discussion was held in open session on this item.

**(CLOSED SESSION CONTINUED):
COLLECTIVE BARGAINING (CAUCUS):**

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):

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

Attachments: [Audio PER 01/19/11](#)
[Audio PER 03/11/11](#)
[Audio PER 03/17/11](#)
[Audio PER 04/15/11](#)
[Audio PER 04/21/11](#)
[Audio PER 05/20/11](#)
[Audio PER 06/17/11](#)
[Audio PER 06/23/11](#)
[Audio PER 07/22/11](#)

A motion was made by Supervisor Borkowski that the Committee adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g) for the purpose of discussing Item #16. 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. The motion PREVAILED by the following vote:

Aye: 6 - Borkowski, Schmitt, Cesarz, Lipscomb Sr., Haas and Sanfelippo

Excused: 1 - Rice

The Committee convened into closed session at approximately 11:30 a.m. and reconvened in open session at approximately 12:12 p.m. However, no discussion was held in open session on this item.

Length of Meeting: 9:08 a.m. to 12:30 p.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for this Committee is Friday, September 23, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, September 9, 2011.