



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, September 23, 2011

9:00 AM

Room 201-B

Call To Order

Present 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 1 **RES 11-512** A Resolution/Ordinance to reform the role of County Board Supervisors and legislative operations beginning in the 2012 term of office. **(Referred to the Committees on Finance and Audit and Personnel.)**

Sponsors: Sanfelippo, Rice and Cesarz

Attachments: [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [REVISED FISCAL NOTE](#)
 [CB F&A Resolution](#)
 [CB PER Resolution](#)
 [Audio F&A 09/22/11](#)
 [Audio PER 09/23/11](#)

APPEARANCE:
Supervisor Eyon Biddle, 10th District

Supervisor Rice requested to be added as a co-sponsor of this resolution.

Supervisor Cesarz requested to be added as a co-sponsor of this resolution.

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

Aye: 4 - Borkowski, Cesarz, Rice and Sanfelippo

No: 3 - Schmitt, Lipscomb Sr. and Haas

- 2 **RES 11-581** A Resolution to seek 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. **(Referred to the Committees on Personnel and Intergovernmental Relations.)**

Sponsors: Biddle Sr., Johnson Jr., Dimitrijevic, Harris, Weishan and Haas

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [AMENDMENT #1 \(PER\)](#)
 [AMENDMENT #2 \(IGR\)](#)
 [Audio PER 09/23/11](#)
 [Audio IGR 09/26/11](#)
 [CB Amended Resolution](#)

APPEARANCES:

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

Marlo Knox, Human Resources Coordinator, Office of the Sheriff

A motion was made by Supervisor Rice that this item be referred to Corporation Counsel for further information on the potential liability issues for Milwaukee County.

Supervisor Haas requested to be added as a co-sponsor of this resolution.

A motion was made by Supervisor Haas to **AMEND** the resolution. (See Attachment to File.)

The following people appeared and spoke regarding this item:

Reverend Andrew Johnson, MICAH

Clarence Royston, MICAH

Bill Eatough, MICAH

Sister Rose Stietz, MICAH

Sceone Eatough, MICAH

A motion was made by Supervisor Lipscomb to **AMEND** the resolution by inserting the words "for approval" after "Personnel Committee" on Line 63.

Supervisor Rice's motion to refer takes precedence. The motion **PREVAILED** by the following vote:

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

No: 2 - Lipscomb Sr. and Haas

- 3 INF 11-427 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 09/23/11](#)
 [REVISED Advancement w/in the Pay Range page](#)

APPEARANCE:

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

Supervisor Schmitt requested that the Department provide dollar amounts in addition to pay ranges on the report.

A motion was made by Supervisor Lipscomb Sr. to lay over the REVISED advancement within the pay range section dated September 23, 2011, contained within the report, for the Executive Director 3/Director of Parks position to the Call of the Chair. The motion PREVAILED by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

All remaining sections contained within the September report will be implemented.

Note: Subsequent to the meeting, the Office of Corporation Counsel advised that the Committee's action does not bar the Advancement within the Pay Range for the Executive Director 3/Director of Parks position from being implemented.

- 4 INF 11-426 From the Interim Director of Human Resources relative to appointments at an advanced step of the pay range.
(INFORMATIONAL ONLY)

Attachments: [REPORT](#)
 [Audio PER 09/23/11](#)

APPEARANCE:

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

This item was discussed with no action taken.

- 5 INF 11-428 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 09/23/11](#)

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

This item was discussed with no action taken.

- 6 11-416 From the Interim Director of Human Resources, submitting recommendations for appropriate classifications and rates of pay for positions created in the 2011 Adopted Budget.

Attachments: [REPORT](#)
 [CB Resolution](#)
 [Audio PER 09/23/11](#)

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

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

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 7 11-346 From the Interim Director, Division of Employee Benefits, requesting authorization to execute a contract extension with UnitedHealthcare for Third Party Administrative (TPA) services for Milwaukee County's medical plan effective January 1, 2012. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [REVISED REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [ATTACHMENT](#)
 [AMENDMENT #1](#)
 [Audio F&A 09/22/11](#)
 [Audio PER 09/23/11](#)
 [CB Resolution 08-278ab](#)

APPEARANCE:

Matt Hanchek, Interim Director, Employee Benefits Division, Department of Administrative Services

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

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

Abstain: 1 - Sanfelippo

- 8 INF 11-357 **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 09/22/11](#)
 [Audio PER 09/23/11](#)

APPEARANCE:

Matt Hanchek, Interim Director, Employee Benefits Division, Department of Administrative Services

This item was discussed with no action taken.

- 9 INF 11-401 **2011 Budget Amendment 1C001:** From the Interim Director, Employee Benefits Division, submitting an informational report regarding collaborative purchasing of prescription drug coverage for active employees and retirees with other governmental entities as a method of reducing health care costs. **(Referred to the Committees on Finance and Audit and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 09/23/11](#)
 [Audio F&A 09/22/11](#)

APPEARANCE:
Matt Hancheck, Interim Director, Employee Benefits Division, Department of Administrative Services

This item was discussed with no action taken.

- 10 RES 11-608 A Resolution 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. **(Referred to the Committees on Finance and Audit and Personnel.) (12/10/10: Referred to the Long Range Strategic Planning Committee, Employee Benefits Workgroup, Corporation Counsel, and Labor Relations.)**

Sponsors: Sanfelippo, Rice and Cesarz

Attachments: [RESOLUTION](#)
 [FISCAL NOTE](#)
 [AMENDMENT](#)
 [ACTUARY REPORT](#)
 [Audio PER 09/23/11](#)

APPEARANCES:
Mark Grady, Principal Assistant, Corporation Counsel
Larry Langer, Principal Consulting Actuary, Buck Consultants

Patty Yunk, AFSCME, DC48, appeared and spoke regarding this item.

A motion was made by Supervisor Lipscomb Sr. that this resolution be referred back to the Employee Benefits Workgroup for a follow-up report that encompasses the following information: 1. Draft plan designs (beyond the scope of the original resolution if necessary) that reduce County risk/costs and provide incentives for voluntary participation by employees in a defined contribution plan but still provides a comparable benefit, 2. Update actuary projections to include recent revisions to the defined benefit plan, including the 1.6 multiplier, the retirement age of 64, and mandatory employee contributions, and 3. Include legal considerations related to scenarios 1 and 2 as outlined in the actuary's memo. This report is due the December 2011 meeting cycle. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

11 **ORD 11-17**

From the Employee Benefits Workgroup, requesting authorization to amend Sections 201.24(4.1) of the Milwaukee County Code of General Ordinances as it pertains to the “Rule of 75” for non-represented employees. **(Referred to the Committees on Finance and Audit and Personnel, the Pension Study Commission, and the Pension Board.)**

- Attachments:** [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [ACTUARIAL REPORT](#)
 [Audio F&A 09/22/11](#)
 [Audio PER 09/23/11](#)
 [CB Resolution/Ordinance](#)

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel
Larry Langer, Principal Consulting Actuary, Buck Consultants

Patty Yunk, AFSCME, DC48, appeared and spoke regarding this item.

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

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 12 **ORD 11-18** From the Employee Benefits Workgroup, requesting authorization to implement provisions of the 2011 Adopted Budget Org. Unit 1950-Employee Fringe Benefits, for non-public safety worker employees as it pertains to the Medicare Part B premium reimbursement permitted by 2011 Wisconsin Acts 10 and 32. **(Referred to the Committees on Finance and Audit and Personnel.)**

Attachments: [REPORT](#)
 [RESOLUTION/ORDINANCE](#)
 [FISCAL NOTE](#)
 [ATTACHMENT](#)
 [Audio F&A 09/22/11](#)
 [Audio PER 09/23/11](#)
 [CB Resolution/Ordinance](#)

APPEARANCE:

Mark Grady, Principal Assistant, Corporation Counsel

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

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 13 **INF 11-422** From the Employee Benefits Workgroup, submitting an informational report reviewing Milwaukee County's short-term disability policies in conjunction with sick leave policies. **(06/17/11: The Personnel Committee addressed ORD 11-7 regarding vacation and sick allowance benefits for non-represented employees. Follow-up report was requested.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 09/23/11](#)

APPEARANCES:

Mark Grady, Principal Assistant, Corporation Counsel

Matt Hanchek, Interim Director, Employee Benefits Division, Department of Administrative Services

Supervisor Lipscomb requested that this item be referred back to the Employee Benefits Workgroup for further analysis as to the options, cost, employer match, if any, etc. for instituting a short-term disability plan in conjunction with sick allowance. This was so directed by the Chairman.

This item was discussed with no action taken.

- 14 11-414 From the Department of Administrative Services, Corporation Counsel, Office of the Personnel Review Board, and the Department of Labor Relations requesting authorization to amend Milwaukee County General Ordinance (MCGO) 17.207 as it pertains to the Grievance Procedure.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [Audio PER 09/23/11](#)

The Committee Chairman, with no objections raised and concurrence of the Committee, withdrew this item from Committee.

Item #s 15 and 16 were considered together.

- 15 11-352 From the Director, Department of Parks, Recreation, and Culture requesting authorization to double fill the position of Ironworker Supervisor (Title Code 26370) (Pay Range 5104) for approximately 6 weeks beginning mid-November 2011.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 09/23/11](#)

APPEARANCE:

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

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

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 16 11-410 From the Director, Department of Parks, Recreation, and Culture requesting authorization to double fill the position of Electrical Mechanic Supervisor, (Title Code 24000) (Pay Range 5412) for approximately 6 weeks beginning mid-November 2011.

Attachments: [REPORT](#)
 [RESOLUTION](#)
 [FISCAL NOTE](#)
 [CB Resolution](#)
 [Audio PER 09/23/11](#)

APPEARANCE:

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

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

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 17 INF 11-441 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 09/23/11](#)

APPEARANCE:

Fred Bau, Interim Director, Labor Relations

This item was discussed with no action taken.

- 18 INF 11-442 From the Interim Director, Department of Health and Human Services and the Interim Director, Department of Human Resources submitting an informational report regarding the transition of the Department of Health Services (DHS) employees and the Department of Children and Families Services (DCF) employees to the State. **(Referred to the Committees on Health and Human Needs and Personnel.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio HHN 09/21/11](#)
 [Audio PER 09/23/11](#)

APPEARANCES:

Geri Lyday, Interim Director, Department of Health and Human Services
Candace Richards, Interim Director, Department of Health and Human Services

Supervisor Lipscomb requested that the Committee receive a copy of the information that will be distributed to the affected staff.

This item was discussed with no action taken.

Item #s 19 and 20 were considered together.

Prior to addressing the Closed Session items, Chairman Sanfelippo received oral confirmation from Tia Torhorst, Director of Legislative Affairs, County Executive's Office, indicating that in an opinion from Corporation Counsel, the County Executive's Office received authorization to allow the current incumbent in the position of Interim Director of Labor Relations the authority to negotiate on behalf of the County.

(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):

- 19 INF 11-443 Status report on OBRA and Employees Retirement System (ERS) IRS matters. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [Audio PER 09/23/11](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g), for the purpose of discussing Item #s 19 and 20. 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. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

- 20 INF 11-419 **2011 Budget Amendment 1C010:** From the Employee Benefits Workgroup, submitting an informational report regarding what steps must occur in order to cap the backdrop pension benefit. **(Referred to the Committees on Finance and Audit and Personnel.) (06/11: Per adoption of the resolution, follow-up report due.) (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Attachments: [REPORT](#)
 [Audio PER 09/23/11](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(g), for the purpose of discussing Item #s 19 and 20. 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. The motion **PREVAILED** by the following vote:

Aye: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

**(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):

- 21 INF 11-104 Deliberation, negotiation, or renegotiation of collective bargaining agreements.

Attachments: [Audio PER 09/23/11](#)

A motion was made by Supervisor Borkowski to adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), and (g), for the purpose of discussing Item # 21. 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: 7 - Borkowski, Schmitt, Cesarz, Rice, Lipscomb Sr., Haas and Sanfelippo

The Committee convened into closed session at approximately 12:22 p.m. and reconvened in open session at approximately 1:39 p.m. However, no discussion was held in open session regarding these items.

Length of meeting: 9:07 a.m. to 2:25 p.m.

Adjourned,

**Jodi Mapp
Committee Clerk
Committee on Personnel**

Deadline for the next meeting:

The next regular meeting for the Committee on Personnel is Friday, October 28, 2011. All items must be in the Committee Clerk's possession by the end of the business day on Friday, October 14, 2011.